Directions

Conducting evaluation studies using full experimental designs and sophisticated data collection is almost impossible in real organizations. Some managers argue that training evaluations can provide meaningful conclusions only when conducted using these techniques. Therefore, they conclude that in most cases training evaluations are a waste of time and money.

Debate this conclusion: Is it the case that training evaluations should be conducted only when it is possible to use the more sophisticated procedure? Why do organizational leaders need to see quantifiable results and how can these results be presented in a reliable format? Conduct scholarly research to compose a 2-3-page APA (7th ed.) formatted response that addresses these issues.