

The document “Training Evaluation: Its Role, Methods and Impact in Organizations” offers insights on how organizations assess the effectiveness of their training programs within the framework of return on investment (ROI), which is critical for every business. In today’s competitive market scenario, simply conducting training is not sufficient—there has to be an improvement in performance, skills, and alignment with the organizational strategy at the spend level. Evaluation of training helps determine if intended learning outcomes are achieved or has any applicable behavioral change occurred at the workplace and what business value those changes deliver. There are various methods to evaluate the effectiveness of training such as Kirkpatrick’s Four Levels of Evaluation, the Phillips ROI Model, and feedback questionnaires. In my opinion, the area of focus with training evaluation goes far beyond importance; it has the potential to drive enduring organizational change. Training is looked at as a box that needs to be ticked. It has become operational so to say, which is devoid of any real evaluation around outcomes. Evaluation within the training cycle allows training to be more impactful and measurable. It contributes to defining business revenue in terms of value, managing justify instructional design budgets and aligning learning processes to business strategies. Not to forget, it also drives responsibility to both the trainer and the