Evaluate – An Innovative Service for Learning Performance Monitoring in Businesses

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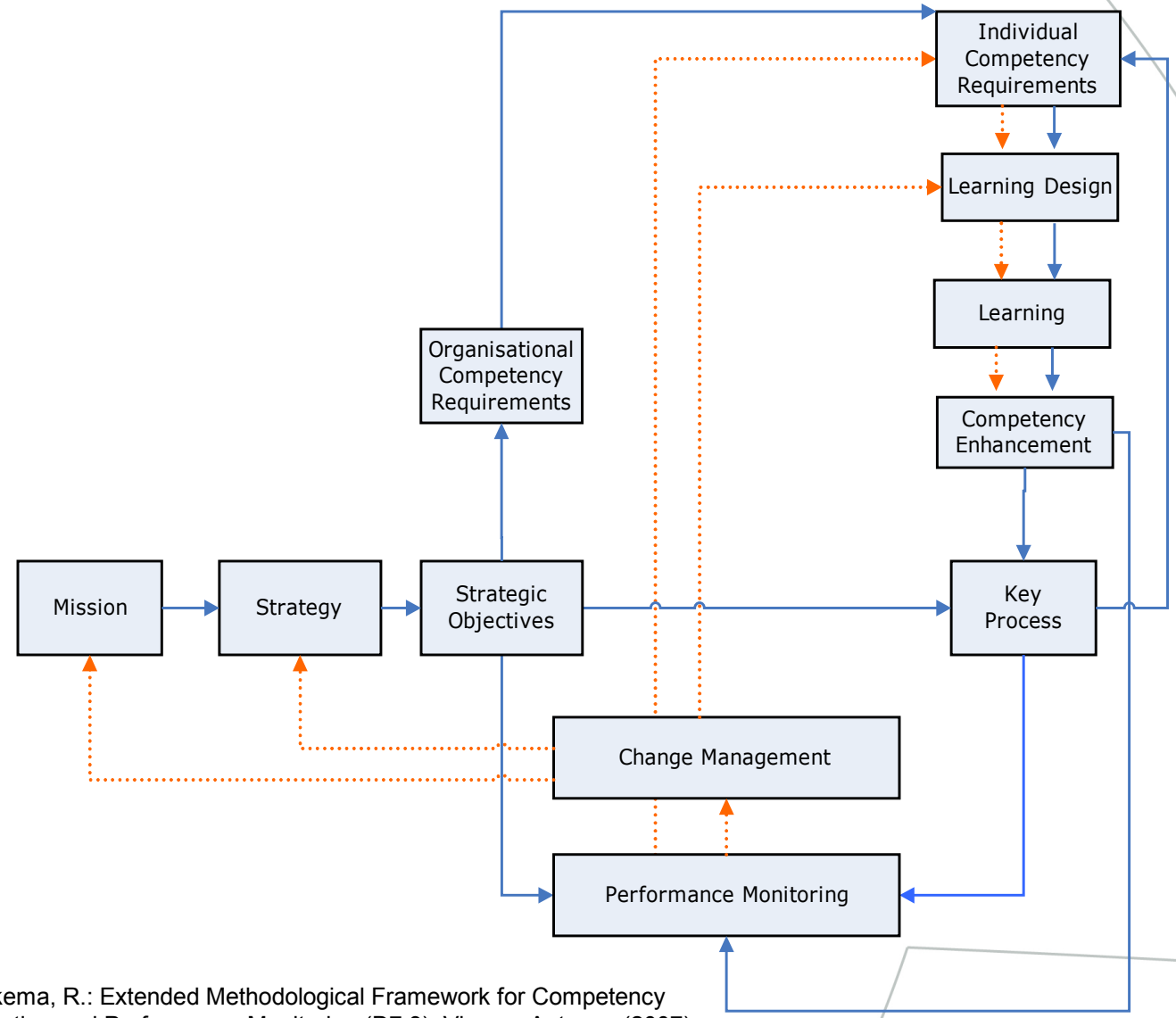
Agenda

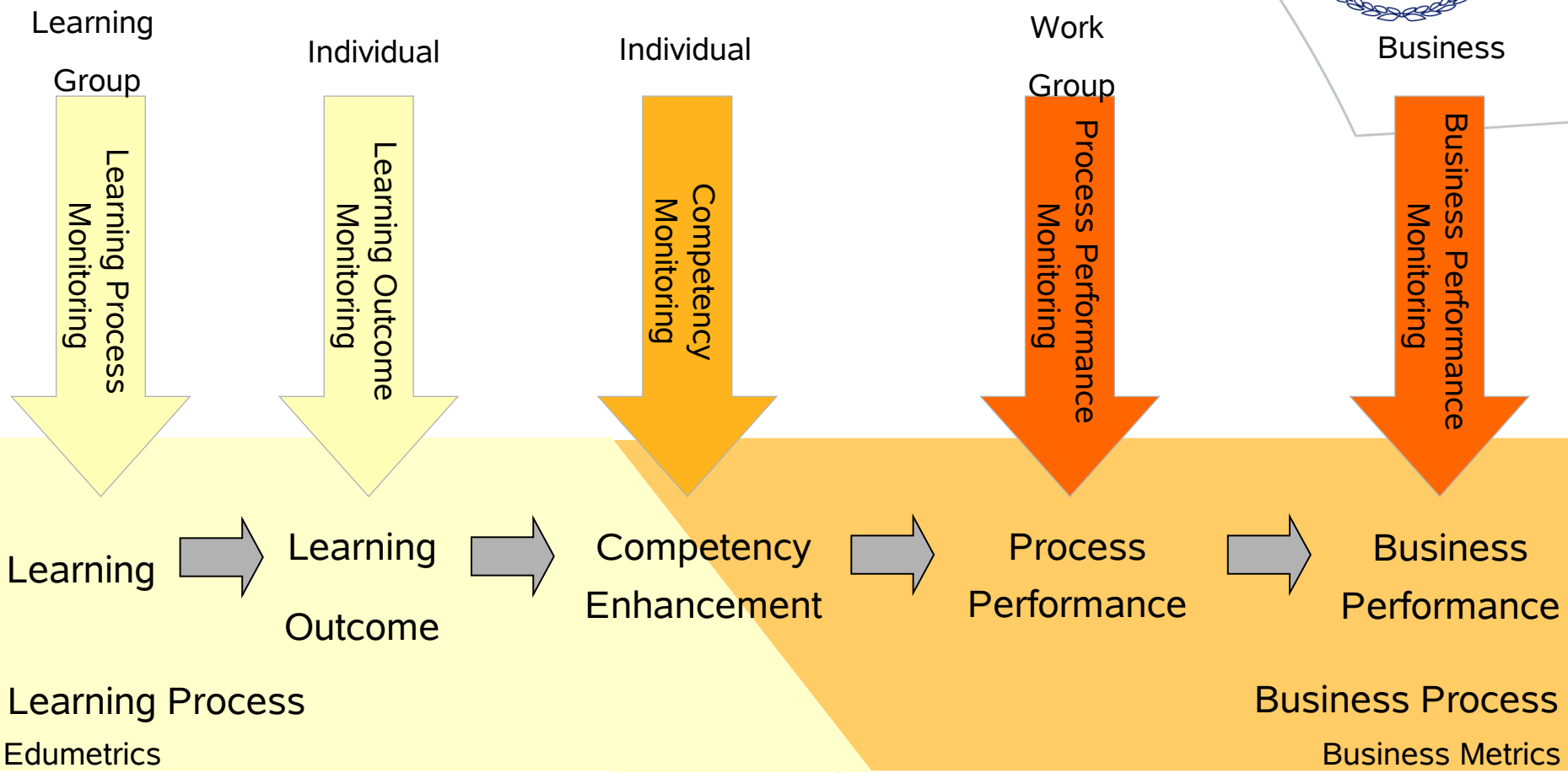
- **Motivation**
- **Methodological Foundation**
- **Evaluate**
  - Artefacts
  - Users
  - Processes
  - Business Model
  - Technology
- **Example Screenshots**

Motivation: Competencies driving Business Performance



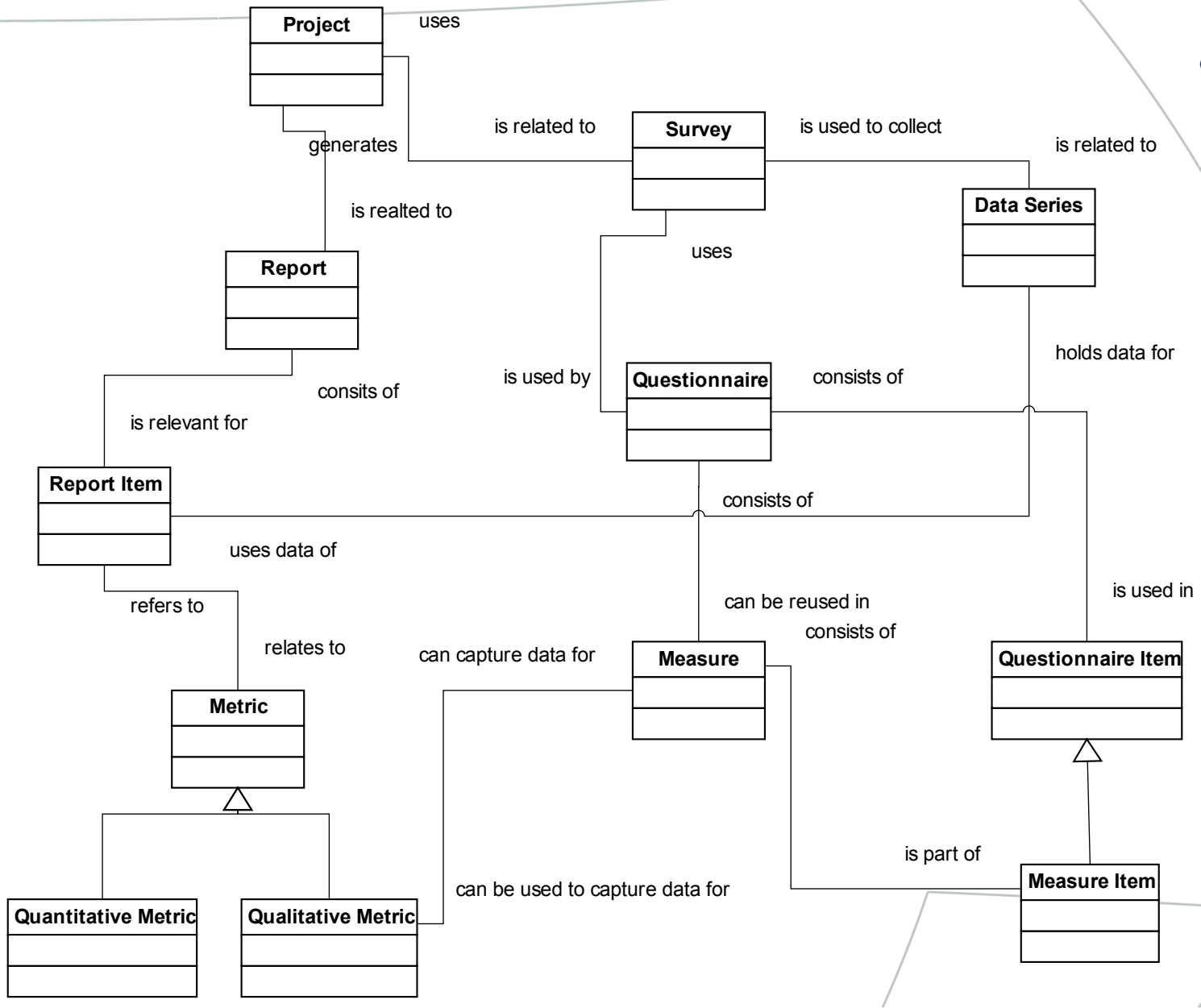
Simon, B., Ackema, R.: Extended Methodological Framework for Competency Evidence Elicitation and Performance Monitoring (D7.3), Vienna, Antwerp (2007)

Methodological Framework for Competency-driven Performance Monitoring



Simon, B., Ackema, R.: Extended Methodological Framework for Competency Evidence Elicitation and Performance Monitoring (D7.3), Vienna, Antwerp (2007)

Evaluate - Artefacts

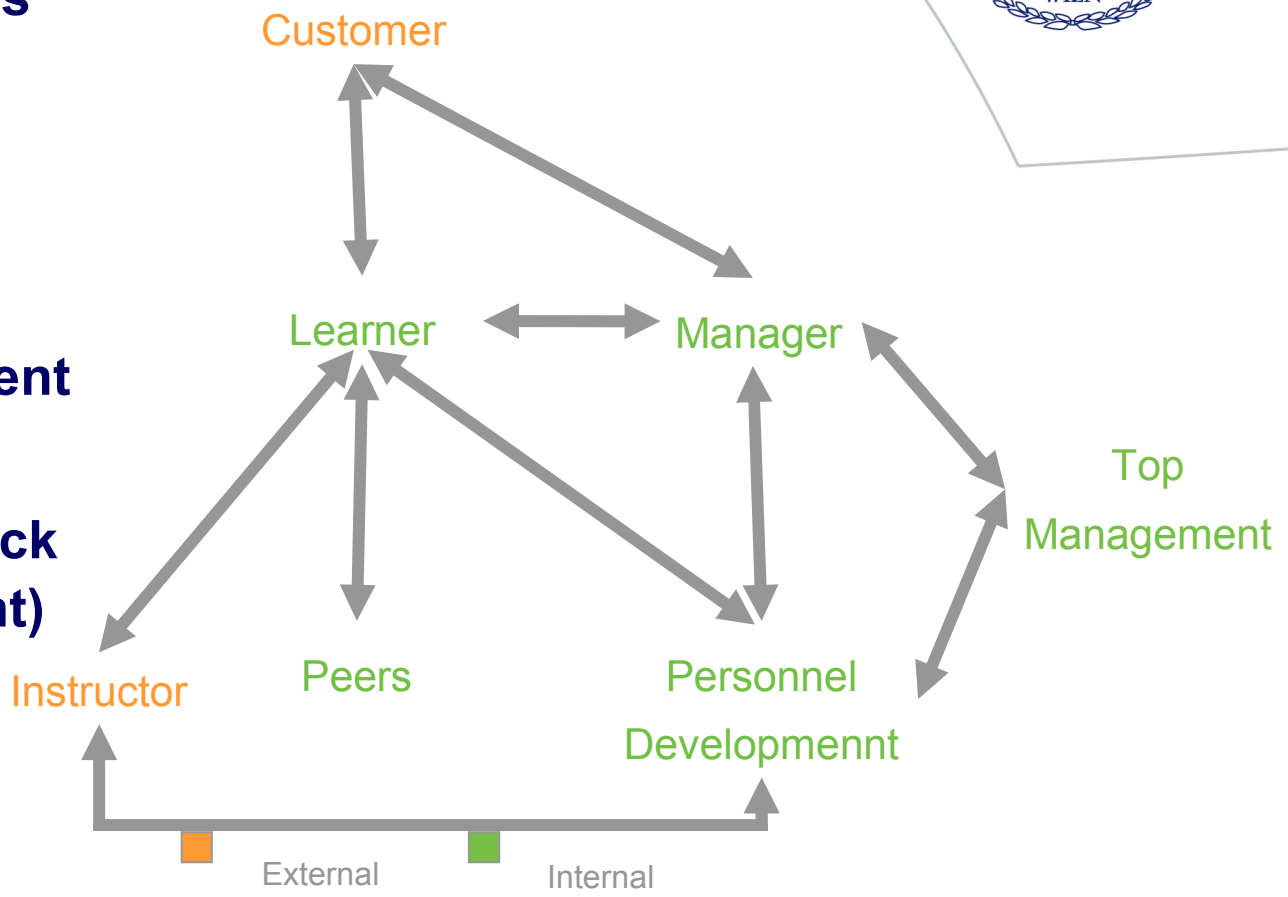


Evaluate - Users

- **Portal Management**
  - *Portal Administrator*
  - *Portal Quality Manager*
- **Business Users**
  - *Business Process Leader*
  - *Monitoring Project Leader*
  - *Learning Employee*.
  - *Instructor*
- **Survey Participant**

Supported Core Processes

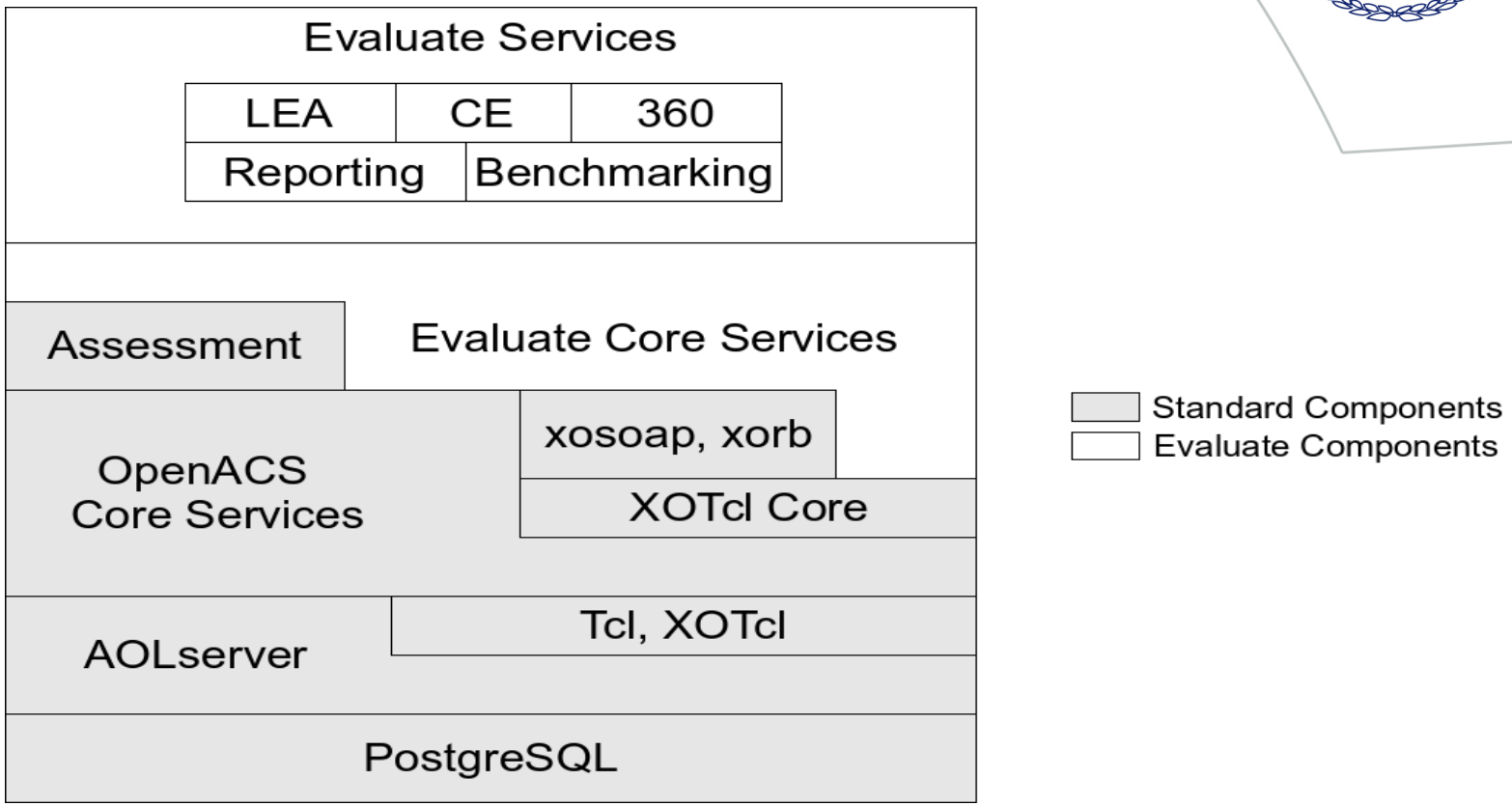
- **Sharing of Measures**
- **Course Evaluation**
  - Formative
  - Summative
- **Learning Environment Assessment**
- **360-Degree-Feedback (Under Development)**



Business Model

- **Benefits of Evaluate:**
  - reduced effort for setting up learning performance monitoring projects through
  - reuse of measures and questionnaires;
  - reduced effort for collecting relevant data;
  - increased data quality through validated measures;
  - straightforward interpretation of reports as they can be enriched with benchmark data
- **Revenue Model:**
  - Service fee
  - Advertisement, Sponsoring

Evaluate - Technology



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Example Screenshots

Evaluate

PROLIX

Learning Env. Assessment | Course Evaluation | 360° Feedback | My Metrics | Public Metrics

Title	Status	Start	End	Completed	
GENO Learning Environment Assessment Feb 2008	open	2008-01-30	2008-02-29	4	

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Evaluate

PROLIX

Learning Env. Assessment | Course Evaluation | 360° Feedback | My Metrics | Public Metrics

Welcome to 'GENO Learning Environment Assessment Feb 2008'

Learning Transfer:

I am able to transfer the skills learned in training of Geno-Akademie back to my actual job.

(•) strongly agree ( ) agree ( ) not sure ( ) disagree ( ) strongly disagree

I have changed my job behavior in order to be consistent with the material taught in training of Geno-Akademie.

(•) strongly agree ( ) agree ( ) not sure ( ) disagree ( ) strongly disagree

[submit]

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Evaluate

PRO LIX

Learning Transfer

	agree	not sure	disagree
I am able to transfer the skills learned in training of Geno-Akademie back to my actual job.	3	1	0
average agreement: 87 %	75 %	25 %	0 %
I have changed my job behavior in order to be consistent with the material taught in training of Geno-Akademie.	4	0	0
average agreement: 100 %	100 %	0 %	0 %
Sum Learning Transfer	**7**	**1**	**0**
average agreement: 93 %	**87 %**	**12 %**	**0 %**

Knowledge gained (perceived)

	agree	not sure	disagree
The "VR-FinanzPlan" training supports me in gaining factual knowlegde (e.g. relevant terminology, methods)	2	2	0
average agreement: 75 %	50 %	50 %	0 %
The "VR-FinanzPlan" training is designed to improve my rational thinking, problem-solving and decision making.	3	1	0
average agreement: 87 %	75 %	25 %	0 %
The "VR-FinanzPlan" training supports me in developing the relevant skills and competencies.	4	0	0
average agreement: 100 %	100 %	0 %	0 %

average agreement: 68 %	**68 %**	**0 %**	**31 %**

Satisfaction with Learning Activities

	agree	not sure	disagree
Overall, my involvement in learning activities was as good as expected.	2	1	1
average agreement: 62 %	50 %	25 %	25 %
My involvement in learning activities was satisfying to me.	2	0	2
average agreement: 50 %	50 %	0 %	50 %
Sum Satisfaction with Learning Activities	**4**	**1**	**3**
average agreement: 56 %	**50 %**	**12 %**	**37 %**

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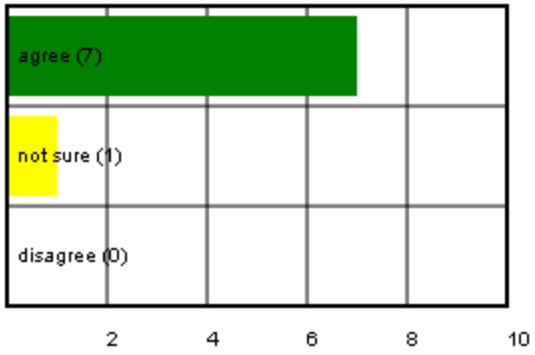
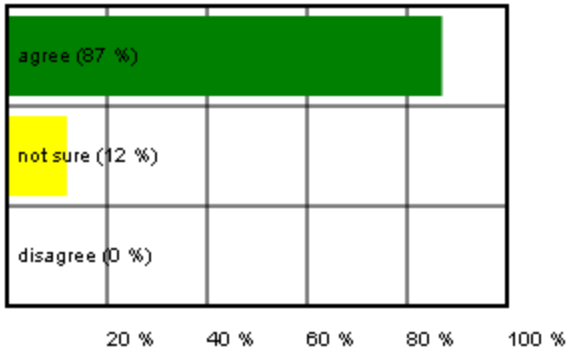
Horizontal Diagrams | Excel-Sheet | CSV-Sheet | QPR-Export

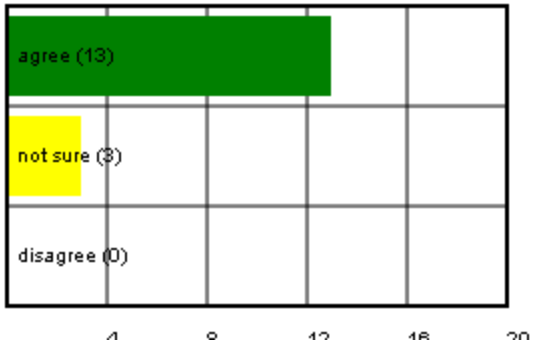
Learning Transfer



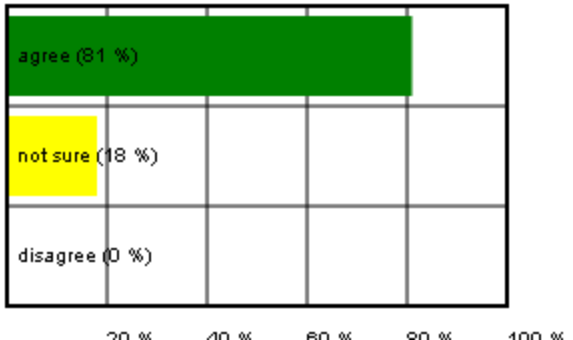
Percentage



Knowledge gained (perceived)



Percentage



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Thank you !