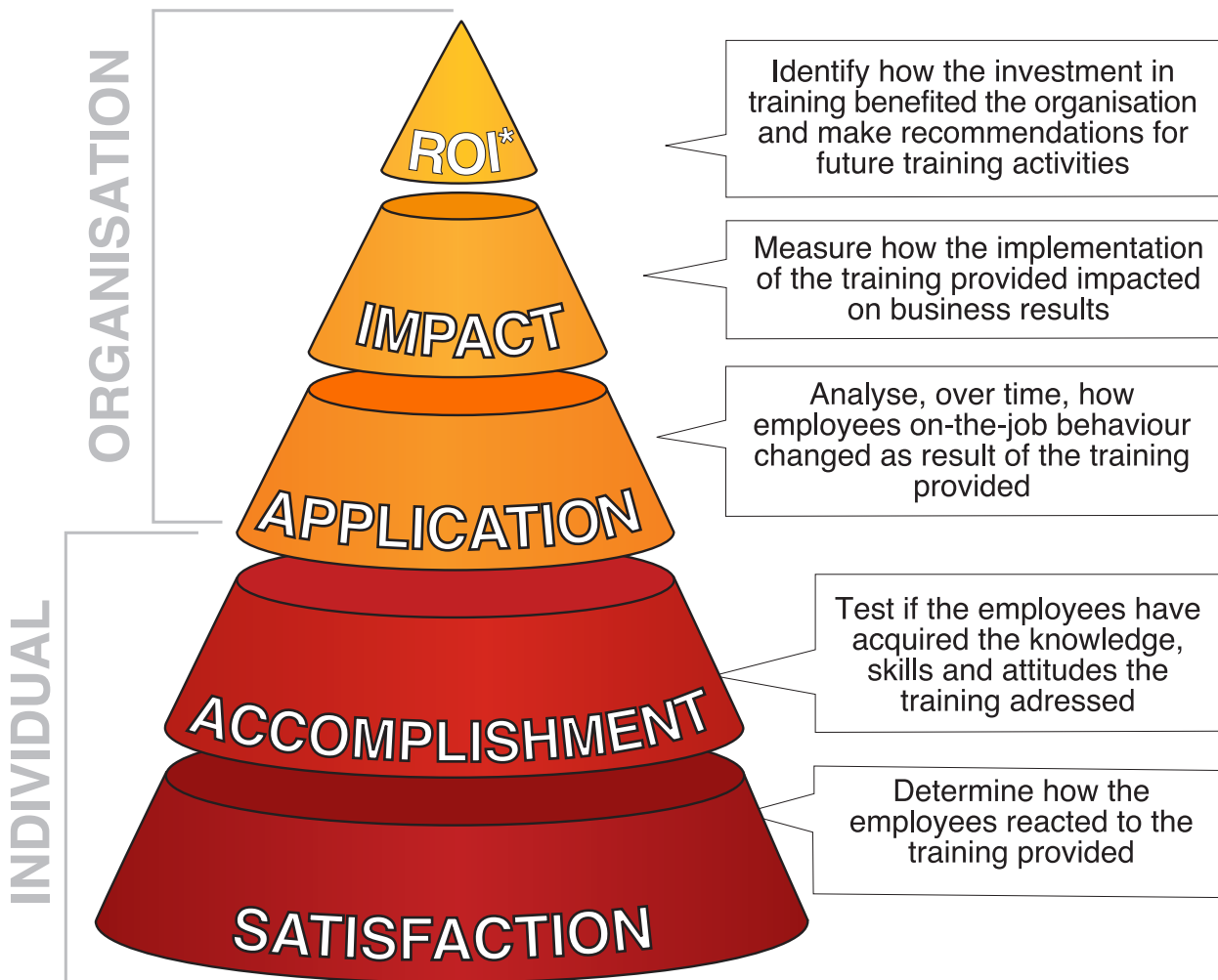# Development of a conceptual model to evaluate effectiveness & impact of e-learning

John Clayton, Manager, Emerging Technologies Centre
Sarah-Jane Saravani, Manager, Library

The evaluation of the effectiveness and impact of e-learning should focus on

1. the individual's competency and accomplishment
2. the organisation's strategic alignment and business impact

ORGANISATION

INDIVIDUAL

ROI*

IMPACT

APPLICATION

ACCOMPLISHMENT

SATISFACTION

Identify how the investment in training benefited the organisation and make recommendations for future training activities

Measure how the implementation of the training provided impacted on business results

Analyse, over time, how employees on-the-job behaviour changed as result of the training provided

Test if the employees have acquired the knowledge, skills and attitudes the training adressed

Determine how the employees reacted to the training provided

Emerging Technologies Centre
Te Taiwhanga Hangarau Mohou

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