

Corporate Training
for Effective Performance

Evaluation in Education and Human Services

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*Alternatives in Assessment of Achievements, Learning
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Corporate Training for Effective Performance

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Contents

List of Figures	ix	
List of Tables	xi	
List of Contributors	xiii	
Preface	xvii	
1	Linking Corporate Training and Effective Performance	1
	<i>Martin Mulder, Wim J. Nijhof and Robert O. Brinkerhoff</i>	
 Part I Changing Environments of Training and Development		
	Introduction to Part I	9
	<i>Wim J. Nijhof</i>	
2	The Development of Competence: National Standards for Managers	13
	<i>John E. Thompson and Stephen Carter</i>	
3	The Role of Regulations in Corporate Training Strategies	33
	<i>Uschi Backes-Gellner</i>	
4	The Challenge of Competence and Further Training Policies	47
	<i>Philippe Méhaut</i>	

5	Organization Development in a Changing Corporate Culture <i>Stephen F. Foster and Geert W.J. Heling</i>	63
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Part II Evaluation of Models and Strategies

	Introduction to Part II <i>Robert O. Brinkerhoff</i>	85
6	Behavior Modeling Training in North America: a Research Summary <i>Darlene F. Russ-Eft and John H. Zenger</i>	89
7	Changing Leadership Style: a Training Model for Lasting Effects <i>Nico L. Krijger and Silvia M. Pol</i>	111
8	Human Resources Development and On-the-job Learning <i>Jeroen H.A.M. Onstenk</i>	135
9	Effectiveness of Seminars as a Training Tool in International Companies <i>Martin Mulder, Wim J. Nijhof and Afina C. Steinvooort</i>	157

Part III New Training and Development Devices

	Introduction to Part III <i>Martin Mulder</i>	175
10	The Self-learning Organization in a Changing Professional Environment <i>Jean-Claude Asselborn and Jean-Marie Jans</i>	179
11	Strategic Management Simulations: the German Case <i>Klaus Breuer and Siegfried Streufert</i>	195

12	Computer Support of Operator Training <i>Piet G. van Schaick Zillesen, Rik B.M. Min, Marcel R. Gmelich Meijling and Ben Reimerink</i>	209
13	Delivery Systems for Corporate Training in the Future <i>Alexander J. Romiszowski</i>	227
	Appendix	245
	Author Index	257
	Subject Index	265

List of Figures

Figure 4.1	Multidimensional relationships between continuing vocational training and the labor force mobilization.	51
Figure 4.2	Continuing vocational training, organization and socialization.	53
Figure 5.1	Scheme used to describe pattern of social processes within Castco MG.	75
Figure 6.1	Change in supervisory skill.	95
Figure 6.2	Change in organizational climate.	97
Figure 7.1	Research design.	120
Figure 9.1	A model for information dissemination.	161
Figure 9.2	Significant correlations between different factors and learning results, amount of dissemination and use of information.	167
Figure 10.1	Diagram of a first order autopoietic unit and its interactions with the environment.	181
Figure 10.2	Diagram of a second order autopoietic unit and its interactions with the environment (formalism of Maturana and Varela (1987)).	182
Figure 10.3	Diagram of an autopoietic unit with a nervous system.	182
Figure 10.4	Diagram of a third order autopoietic unit and its interactions with the environment (formalism of Maturana and Varela (1987)).	183
Figure 10.5	Diagram of a third order autopoietic unit with an Intelligent Channel (extension to the formalism of Maturana-Varela).	186
Figure 11.1	SMS graphic representation of an individual's decision making process (schema without color information).	199
Figure 11.2	Levels of <i>differentiation (breadth)</i> in decision making.	204
Figure 11.3	Levels of <i>integration (strategy)</i> in decision making.	205
Figure 11.4	Levels of <i>initiative</i> in decision making.	205
Figure 12.1	Screendump of Brine SimUlaTion.	215
Figure 12.2	Screendump of Brine tUTor.	216
Figure 12.3	Communication between Brine tUTor and Brine SimUlaTion.	217

Figure 13.1	The structure and the functioning of the first version of a HyperCard-based shell for small group seminars.	236
Figure 13.2	Excerpt from a seminar.	238
Figure 13.3	An example of the case discussion in action.	240

List of Tables

Table 2.1	Main differences between the U.S.A. and U.K. competence based assessment systems (Fletcher, 1992, 22).	15
Table 2.2	Dimensions of occupational standards for managers (MCI, 1990a).	19
Table 2.3	Breakdown of key role - manage operations into units and elements (MCI, 1990a).	20
Table 2.4	– Element 2.1 – with performance criteria and range indicators (MCI, 1990).	21
Table 3.1	Basic or standard trainees pay as a proportion of the basic pay of adult skilled workers in certain British (1981) and German (1979) collective agreements.	40
Table 5.1	Context and aspects of the problem and objectives to address within the Castco project.	65
Table 5.2	Functions and behavioral sets of the MEA.	67
Table 5.3	Composite profiles scores of management group and supervisors of Castco.	69
Table 5.4	Structure of the Castco project.	73
Table 6.1	Studies of behavior modeling training systems.	94
Table 6.2	Detail of study group respondents.	94
Table 6.3	Net benefit.	99
Table 6.4	Indirect training benefits.	100
Table 6.5	Comparison of results from leadership training program.	104
Table 7.1	Correlations between design variables and behavior change (α).	121
Table 7.2	Correlations between intervention variables and effects.	122
Table 7.3	Design variables (mean and standard deviation).	123
Table 7.4	Intervention variables (mean and standard deviation).	125
Table 8.1	On-the-job learning.	137
Table 8.2	The learning potential of jobs.	139
Table 9.1	Response table.	163

Table 9.2	Satisfaction of participants on evaluation criteria for the seminars (in percentages).	164
Table 9.3	Percentages of dissemination types employed by DT-companies for the seminars.	165
Table 11.1	Comparison of simulation features.	198
Table 11.2	Simulation participants in the basic exploratory sample.	202
Table 11.3	Simulation participants in the trained sample.	204
Table 12.1	Results of the field-test of the prototype Brine-Purification; answers to questions on the evaluation form (from Van Schaick Zillesen, 1990).	221
Table 12.2	Results of the field-test of Brine Purification. Distribution of time during the computer session (in percentages of the total duration of the computer session).	222
Table 13.1	Instruction versus conversation.	232

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Preface

Corporate training and effective performance have become major issues in the last decade. Surveys showed that corporate training was a booming business in the eighties and the beginning of the nineties. Many professionals in the field of corporate training became aware of the tremendous volume of the market. Consecutive reviews of the training research literature have shown that parallel to the growing attention for corporate training, research in this field increased. Looking back to the fifties and sixties, it can be concluded that corporate training research also boomed. This development is appreciated widely amongst researchers. It gives an opportunity for further understanding the field of corporate training. And practitioners receive fundamental expertise on which they can build their practices.

This book contains a selected number of research studies. The studies were presented at the second international conference on Corporate Training and Development at the University of Twente in 1991. They were selected for publication and have been updated and rewritten since then. The studies are divided in three parts of the book: Part I on Changing Environments of Training and Development, Part II on Models, Strategies and Evaluation, and Part III on New Training and Development Devices. The various chapters differ to the degree in which they are related to performance issues. But all chapters underline the necessity of thinking from the perspective of effective performance. Today corporate training departments are held accountable for human resource results, which is quite different compared to the sixties and early seventies, when operator training and management training were mainly held accountable for training activities. The three parts reflect the changes in the field of corporate training, and they are broad areas of interest.

The book is composed for those interested in research on corporate training and effective performance. Doctoral students and practitioners may also find the book useful.

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Human Resource Development, it is very helpful to receive this kind of support. It enables them to show the professional community what progress has been made, and what knowledge can be used in the daily professional practice.

The editors would like to acknowledge Zachary Rolnik, publisher at Kluwer Academic Publishers, and the authors of the chapters in this book for kind cooperation.

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