

# Good example of evaluation findings essay

[Business](#), [Company](#)



The HR Manager at Elecsys was generous to give me his time for an interview about the changes they have implemented in their course of business. The company was facing problems in their research and development department because of lack of training skills of its employees. For the first time at Elecsys, a training program was held to polish the skills of its employees at the research and development department. The training was evaluated because they wanted to see the impact of training on the employees. The primary purpose of reporting the evaluation findings was to determine how effectively the training has helped the employees.

The findings were communicated to the CEO to inform him about the impact of the training and how the training has benefited the employees, as well as the organization. As the training period lasted for a month, the timing of communication was important. At the time of training, the CEO of the company ordered to give a report about the training sessions of the employees when they start implementing the new skills in their work. As the training session was effective and was to be held every year, it was important to communicate it to the CEO as early as possible. The evaluation findings were communicated by the word of mouth and by sharing copies of learning experience of the employees before and after the training session. The communication of the evaluation findings could have been done in a much better manner by making profiles of each who participated in the training. From such communication, it would have been much easier to evaluate the performance of an employee. Evaluation findings did make a difference in the culture as by viewing the performance of the employees the training session has been adopted by the company on an annual basis.