

# Unit 4 assignment

[Business](#), [Human Resources](#)



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If this was the first run of Maritza's program and you conducted a formative evaluation, what would you expect the evaluation to reveal? How would this help Maritza for the future of her program? In case a formative evaluation was done on this Maritza's program it could have revealed the fact that the program brings about alienation of children from their parents. It is realized that the program deals with the roles of parenting and discipline issues, forming healthy bonds between parents and their children. However from this program it is noted that the women who have been incarcerated are separated from their children and this this weakens the parental bonds between the parents and their children. An affirmative evaluation which is an evaluation that provides information that is used as feedback for providing modification to a particular program, mostly to students and teachers. This information would help Maritza to identify the possible ways of making the bonds between the parents and their children remains to be strong as this is one of their main roles. Maritza can use the information to improve her program to accommodate more children that will eventually have strong love with their parents even after the separation (Jackson & Mathis 2008).

2. If you were to conduct a process evaluation on Maritza's program, what would your overarching goal(s) be and why? My main goal would be to ensure that at the end of the session, the women have the best skills for child caring and monitoring. This will help the women to have a close attention of their children and they will be able to notice any change of behavior among the children. When the women have such skills, instilling disciplining among their will be very easy and even if after the

separation from the family, on their return, it will be very possible to be accepted by their children and their ability and roles in parenting will be very easy to adapt by. It is believed that a child that is well behaved will have good development and relations with both his parents and the community, thereby making him/ her a responsible individual in the future. 3. Think about some of the objectives of this program. Follow the text's examples to write two or three effective objectives for this program. If an outcome evaluation was done on those objectives, what would you expect the results to show? How would you know the program is effective in achieving those objectives for their clients? Some of the objectives of this program would be: To determine the best ways of improving the relationship between the parents and their children thereby strengthening the bond and love between them.. To determine the possible ways of that can make children have a good access to the community support and resources such as the health care and social amenities. Ways of ensuring that the child's development is enhanced both physically and psychologically for their mutual coexistence (Price 2011). In case an evaluation is done on the objectives, it most likely to reveal that teaching women on parental guidance on child's development has a great impact the child's discipline and the behaviors of the children among their fellow in the society. It will be noted that in a child's development stages, she/he tries to behave following what the child observe in his environment. These factors around the child really define the child's characters. To know that the program is fulfilling the objectives will be through the observed changes realized in the children by the parents who will give positive feedback to the management on the children's behaviors

and level of discipline and also how the children relates with their peers in the community. When the parents gives contracting opinions of the children's behaviors and discipline levels, then it will be an indication that the objectives as outlined have not been achieved and no development among the children has occurred despite the training and skills of parenting that have been acquired by their parents (Wilson 2005). References Jackson, J. & Mathis, R. (2008). Human Resource Management: Essential Perspectives, New York, Cengage Learning Price, A. (2011). Human Resource Management, New York, Cengage Learning Wilson, J. (2005). Human Resource Development: Learning & Training for Individuals & Organizations, London, Kogan Page Publishers