

Sample Streamlined Report

ROI Impact Study

Program Title: Preventing Sexual Harassment at Healthcare, Inc.
Target Audience: First & Second Level Managers (655)
 Secondary: All employees through group meetings (6,844)
Duration: 1 day, 17 sessions

RESULTS

Level 1: Reaction	Level 2: Learning	Level 3: Application	Level 4: Impact	Level 5: ROI	Intangible Benefits
Overall rating 4.11 out of 5	65% increase post-test versus pre- test	96% conducted meetings and completed meeting record	Turnover Reduction: \$2,840,632	1,051%	Job Satisfaction
93% provided action items	Skill practice demonstration	4.1 out of 5 on behavior change survey	Complaint Reduction: \$360,276		Absenteeism
		68% report all action items complete	Total Improvement: \$3,200,908		Stress Reduction
		92% report some action items complete			Image of HI
					Recruiting

Technique to Isolate Effects of Program: Trendline analysis; participant estimation
Technique to Convert Data to Monetary Value: Historical costs; internal experts
 Fully-loaded Program Costs: \$277,987

Source: Phillips, P. P. and Burkett, H. (2001) *Managing Evaluation Shortcuts*. Infoline. Alexandria, VA: ASTD.

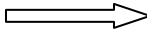
Sample Streamlined Report

Preventing Sexual Harassment

LEVEL 1: REACTION & SATISFACTION

- OVERALL RATING OF 4.11 OUT OF 5
- 93% PROVIDED LIST OF ACTION ITEMS

LEVEL 2: LEARNING

- POST TEST SCORES AVERAGE 84
- PRE TEST SCORES AVERAGE 51
  IMPROVEMENT 65%
- SKILL PRACTICES DEMONSTRATION

LEVEL 3: APPLICATION

- 96% CONDUCTED MEETINGS WITH EMPLOYEES AND COMPLETED MEETING RECORD
- BEHAVIOR CHANGE SURVEY RESULTED IN 4.1 OUT OF 5
- 68% OF PARTICIPANTS REPORTED THAT ALL ACTION ITEMS WERE COMPLETED
- 92% REPORTED THAT SOME ACTION ITEMS WERE COMPLETED

LEVEL 4: BUSINESS IMPACT

- TURNOVER REDUCTION = \$2,840,632
 - COMPLAINT REDUCTION = \$360,276
- VALUE OF IMPROVEMENT = \$3,200,908

LEVEL 5: ROI

1,051%

INTANGIBLE BENEFITS

- INCREASED JOB SATISFACTION
- REDUCED ABSENTEEISM
- REDUCED STRESS
- IMPROVED IMAGE OF HI
- IMPROVED RECRUITING SUCCESS

Source: Phillips, P. P. and Burkett, H. (2001) *Managing Evaluation Shortcuts*. Infoline. Alexandria, VA: ASTD.