



Evaluate the effectiveness of staff's short term training of Ministry of Jihad-e-Agriculture

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Each training activity must be associated with the effectiveness, otherwise except a waste of resources (financial and human) and time, the result will be nothing. This survey is based on the Kirkpatrick model as a theoretical model aimed to evaluate the effectiveness of the staff's short term training. This evaluation has begun from evaluating the reaction and learning followed by searching for assessment of staff's behavioral changes in the workplace. The target population of this study is the staff of the Ministry of Jihad-e-Agriculture who has participated in the short term training in 1390. The collected data from 405 respondents have been analyzed using structural equation modeling multivariate techniques. The results of this study which were accomplished by two major objectives indicate that: The first objective which seeks to assess the validity of both the reaction and behavior variables that have been treated as latent variables, approved based on the derived factor loadings, the composite reliability and the average variance extracted. The convergent validity of these variables guarantees the accuracy of implementing structural equation modeling in assessing the second objective of study. The second objective of this study is to test three hypotheses related to the relationship between hierarchical levels of reaction, learning, and behavior. The results have shown positive relationships between the reaction and learning; reaction and behavioral change; and learning and behavioral change. The structural model results further suggest that the reaction and learning variables explain 22% of the variance in behavioral change as the dependent variable of the study. The results of this study have provided feedback to the activities of short terms training in the Ministry of Jihad-e-Agriculture that can be used in the re-engineering of this process.

Key Words: Behavior, Learning, Reaction, Short Term Training, Training Effectiveness