

Answer Sheet for Injury Rate Problem at Maxmore Mine

Work through the exercise using the problem booklet. Don't write in the problem booklet. Write the answer to each question in the appropriate space on this answer sheet. If you need more room, write on the back of the page. The spaces on the answer sheet are numbered to match the questions in the problem booklet. Only a few words are required for each answer. The time allowed for completion of each set of questions is given in parentheses at the beginning of that section. When your time is up, move on to the next set of questions.

Activity A, Reducing Injury Rates at Maxmore, Question 1 (30 minutes)

1. What would you do to reduce this increase in NFDL injuries? (Describe what you would do, why you would do it, and how you would go about it.)

Activity B, Case Study 1 Analysis, Questions 2 & 3 (20 minutes)

2. What suggestions would you offer Truman Wells concerning his approach to the problem? Why?

3. Would you approve his proposed training? Why or why not?

Activity C, Case Study 2 Analysis, Questions 4 & 5 (20 minutes)

4. What suggestions would you offer to Cody Buchannon concerning his approach to the problem? Why?

5. Would you approve his proposed training? Why or why not?

Activity D, Case Study 3 Analysis, Questions 6 & 7 (20 minutes)

6. What suggestions would you offer to Harold Klinghorn concerning his approach to the problem? Why?

7. Would you approve his proposed training? Why or why not?

Activity E, Merits, Questions 8 & 9 (30 minutes)

8. What are the strengths and weaknesses of each training director's approach? Why?

9. Which approach do you feel is the most typical? Why?

Activity F, Problem Identification and Definition, Questions 10 & 11 (30 minutes)

10. In what ways did the identification and definition of the problem influence each training director's choice of strategy?

11. List of some key questions you should ask while gathering information about a proposed training program.

Activity I, Recognizing the Four Methods, Tasks 18, 19 and 20 (40 minutes)

Follow the instructions on page 46 of your problem booklet.

Activity J, Reducing Contract Worker Injuries, Questions 21, 22 and 23 (150 minutes including time to present your answers to the class)

Activity K, Conclusion and Homework Assignment, (30 minutes)

Quiz

Answer each of the following questions by circling the T for true and the F for false. Write short answers for questions 11 and 12.

- T or F 1. Truman Wells used a learning evaluation approach to assess the effectiveness of his "proper lifting techniques" program. (See pages 10 and 34.)
- T or F 2. It would have been easy and logical for Truman Wells to use a performance (behavior) evaluation for his "lifting techniques" program.
- T or F 3. Cody Buchannon used a results (outcome) evaluation to assess his attempts to lower NFDL injuries. (See pages 14 and 34.)
- T or F 4. When a trainer uses a results (outcome) evaluation to assess the effectiveness of his or her program, the program is probably well designed.
- T or F 5. This quiz is an example of a performance evaluation.
- T or F 6. Reaction evaluations provide little valuable information.
- T or F 7. Harold Klinghorn used a results (outcome) method of assessing the effectiveness of his accident repeater program. (See pages 18 and 35.)
- T or F 8. Harold might have learned something valuable if he had used a reaction evaluation approach for his accident repeater program.
- T or F 9. Your answers to the questions in this total exercise are an example of results (outcome) evaluation.
10. Which type of the four types of evaluation do you most often use to assess the effectiveness of your own instruction? Why?
11. Which of the four types of evaluation is used by most of the trainers whose programs you observe?