

## عنوان مقاله:

Evaluation of training courses applied in succession planning in organizations using the CIPP model

## محل انتشار:

فصلنامه بین المللی سرمایه انسانی در مدیریت شهری، دوره 4، شماره 2 (سال: 1398)

تعداد صفحات اصل مقاله: 8

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## خلاصه مقاله:

The objective of this study was to examine the evaluation of training courses applied in succession planning in organizations using the CIPP model. This was an applied research in terms of purpose and descriptive-survey in terms of data gathering type. Statistical population of the study included 100 employees of Chamber of Commerce, of which a sample size of 80 people were selected using the random sampling method and Cochran formula. Face validity and content validity were also used to assess the validity of questionnaire and Cronbach's alpha coefficient was used to calculate its reliability that the value of them was higher than 0.7, and the results indicated the validity and reliability of the researcher-made questionnaire. To analyze the data, with respect to research questions, descriptive statistics (mean, standard deviation, frequency distribution tables and charts) and inferential statistics (confirmatory factor analysis and one-sided one-sample t test) were applied using SPSS and PLS software. The results revealed that context, input, output (product) and process components in the evaluation model of training courses used in succession planning are at a favorable level.

## کلمات کلیدی:

Context Input Process Product approach Model (CIPP Model), Evaluation of training courses, Human Resource Planning (HRP), succession planning

## لینک ثابت مقاله در پایگاه سیویلیکا:

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