

THE EMPIRICAL STUDY ON THE EVALUATION OF TRAINING PROGRAMS -
IN THE CASE OF HR PROFESSIONALS FOR TOURISM AND HIGH-TECH INDUSTRY IN
TAIWAN

Shu-Hsiao Tsen
Department of Tourism
Providence University

and

Tun-Jen Yang
Department of Tourism
Providence University

ABSTRACT

The finding of this study demonstrates the learning motivations are differing with the HR professional's demographic background (4 cluster groups). There is a significant difference on the "training needs" between those four clustered groups. And the result of this research also showed the coincidence with the theory of the Kirkpatrick's evaluation model, that there is a clear co-relation between every training outcome. The suggestion of this study will enhance the HR professionals' capability, to commit the professional advance, to ensure the profit-making. The anticipant results would indicate the pivotal elements account for HR competency and will further show the linkage with the needs for T&D. In short: the research deliver a set of clear concepts for HR performance and the role of HR in their organization; illustrating the real needs for HR professional training programs.