On-line systems for competences evaluation - methods and digital technologies

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Competences

Competence in a domain is the ability to combine **knowledge** with **skills** and **personal/social abilities** into a ***behavior*** with the aim of solving a problem that has clearly defined goals and targets.

- Competences are used by companies to manage and develop the employee performance.
- Competences' certification is used for recognition, flexibility and update of work performances of employees

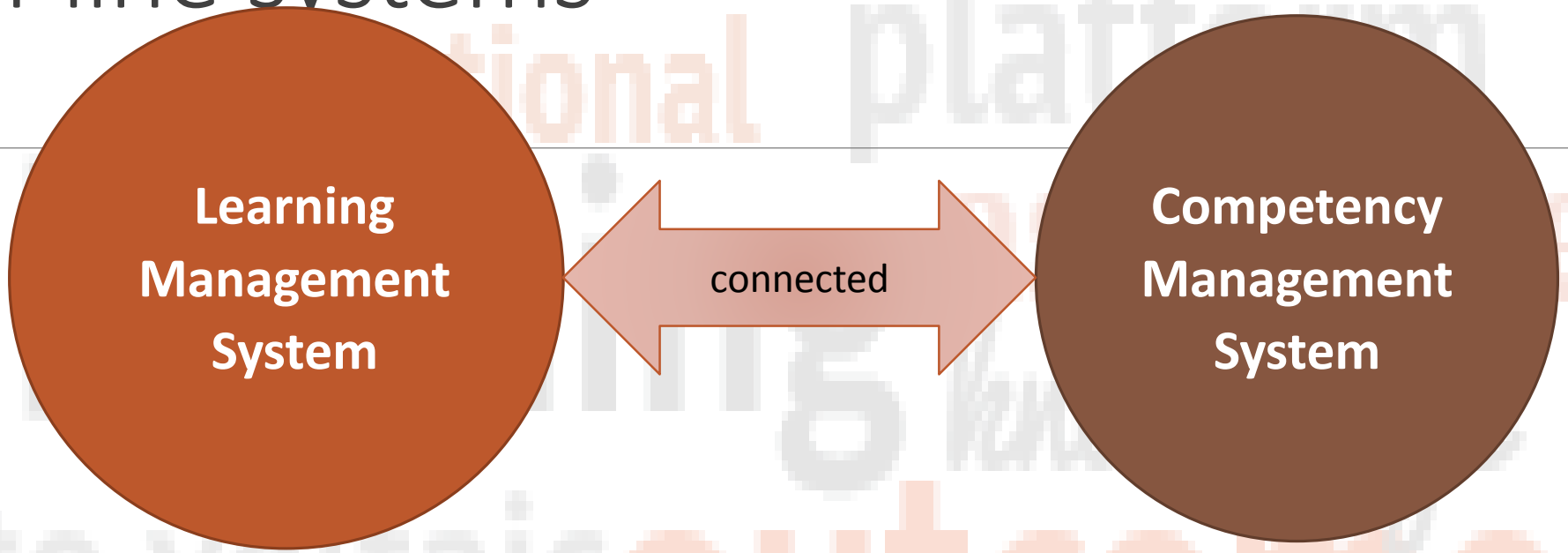
Competence measurement

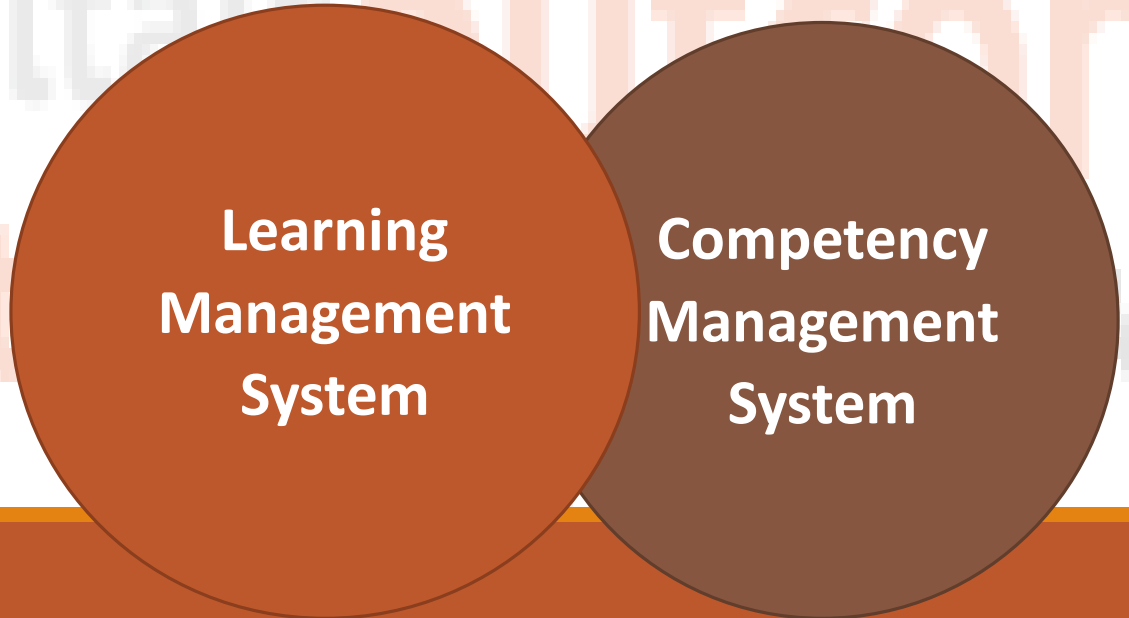
- Performances can be measured through:
  - behavior manifestation.
  - expression of responsibilities.
- Competence assessment means to verify the achievement of the expected results:
  - to perform a task
  - to understand and to accomplish a well-identified goal.

On-line systems

Learning Management System (LMS)	Competency Management System
train	describe
complete	select/choose from competencies' lists
maintain (through a learning process)	track
evaluate	evaluate

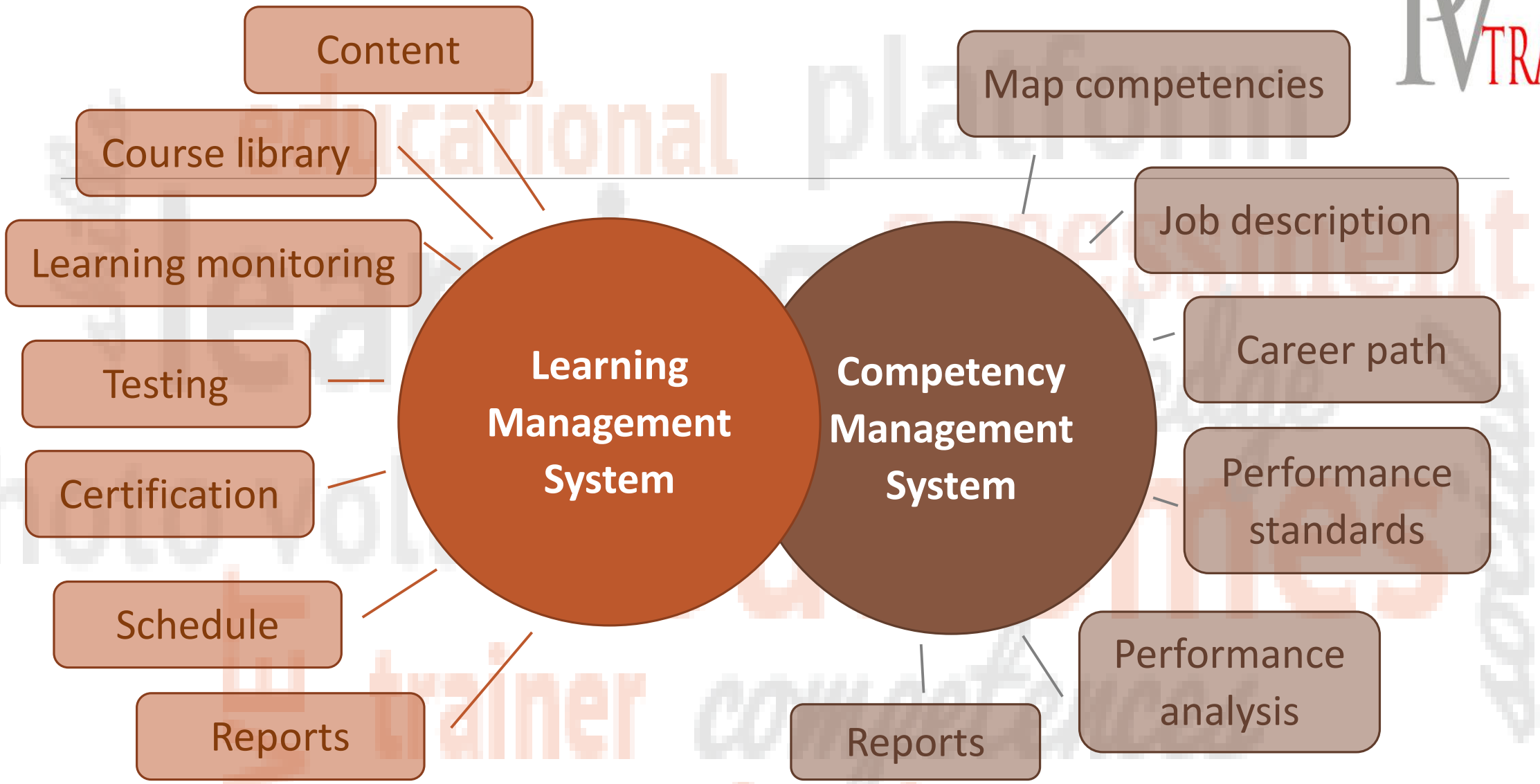
On-line systems





Example online systems

Learning Management System	Competency Management System
Moodle	Avilar
iSpring	HRSG
Adobe Captivate Prime	Kahuna
Docebo	TalentGuard's Competency Manager
Chamilo	


Content
Course library
Learning monitoring
Testing
Certification
Schedule
Reports
Learning Management System
Competency Management System
Map competencies
Job description
Career path
Performance standards
Performance analysis
Reports

Why to evaluate the competences

- to **obtain a certification** that demonstrates the ability to work in a certain position
- to **assess performance** on a particular job in a company
- to prepare a **professional path**
- to identify **needs of a group** or department into a company
- to set up **performance strategies**

How to evaluate the competencies

- Split the competences in **knowledge**, **skills** and **abilities**
- Knowledge assessment - online tests.
- Skills and abilities assessment - human evaluator.

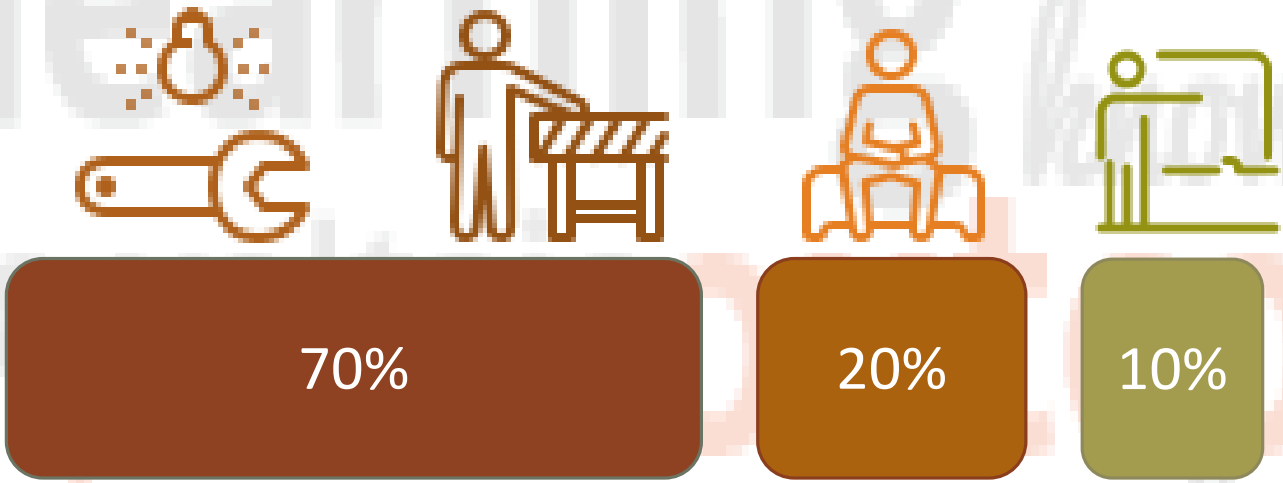
How to evaluate the competencies

- **Human evaluator**
  - observe behaviors and provide a grade
- **Digital technologies**
  - The evaluated - exercises, scenarios, preparatory tests, self-evaluation.
  - The evaluator - track the evolution of behaviors.

Advantages of online systems

- Time and cost effective
- Available 24/7
- Avoid lack of human resources
- Help to auto-reflection about own performances
- Identify the gaps in learning outcomes
- Help to build a career road map
- Higher income per employee

PV-Trainer online system



PV-Trainer online system

Course materials in modular organization
- 2 modules
- 6 units

Summaries of educational materials
- iSpring

Asynchronous communication with tutor and other colleagues
- Forum
- Chat

Completion tracking
- Check the item

PV-Trainer online system

Tests

- 6 tests
- Results
- Feedback
- Random questions, random answers

Progress tests

Exercises

- Interactive iSpring

Progress test

Started on	Tuesday, 11 June 2019, 10:47 AM
State	Finished
Completed on	Tuesday, 11 June 2019, 10:50 AM
Time taken	2 mins 1 sec
Marks	20.00/23.00
Grade	**8.70** out of 10.00 (**87%**)

Question **1**
Correct
Mark 1.00 out of 1.00
Flag question
Edit question

Can you describe what can be the subject of assessment in case of developed training curriculum and teaching materials?

Select one:
- a. Yes ✓
- b. No

The correct answer is: Yes

Question **6**
Not yet answered
Marked out of 1.00
Flag question
Edit question

Can you indicate how training needs at the level of an enterprise (organisational and professional perspective) should be identified?

Select one:
- a. Yes
- b. No

Question **7**
Not yet answered
Marked out of 1.00
Flag question
Edit question

Can you indicate how training needs at the level of the labour market should be identified?

Select one:
- a. Yes
- b. No

Question **8**
Not yet answered
Marked out of 1.00
Flag question
Edit question

Can you indicate the most appropriate methods to communicate knowledge?

Select one:
- a. Yes
- b. No

Question **5**
Incorrect
Mark 0.00 out of 1.00
Flag question
Edit question

Indicate what lecture type is described by the definition: "lecture encouraging listeners to activity in solving theoretical or practical problems. This method opens dialogue, enables listeners to argument and defend its position."

Select one:
- a. Monographic lecture.
- b. Conversational lecture/seminar.
- c. Informational lecture. ✗

The correct answer is: Conversational lecture/seminar.

Quiz navigation

1 ✓	2 ✓	3	4 ✓	5 ✓	6
7 ✓	8 ✓	9 ✓	10 ✓	11 ✓	12 ✓
13 ✓	14 ✓	15 ✓	16 ✓	17 ✓	18 ✓
19	20 ✓	21 ✓	22 ✓	23 ✓	

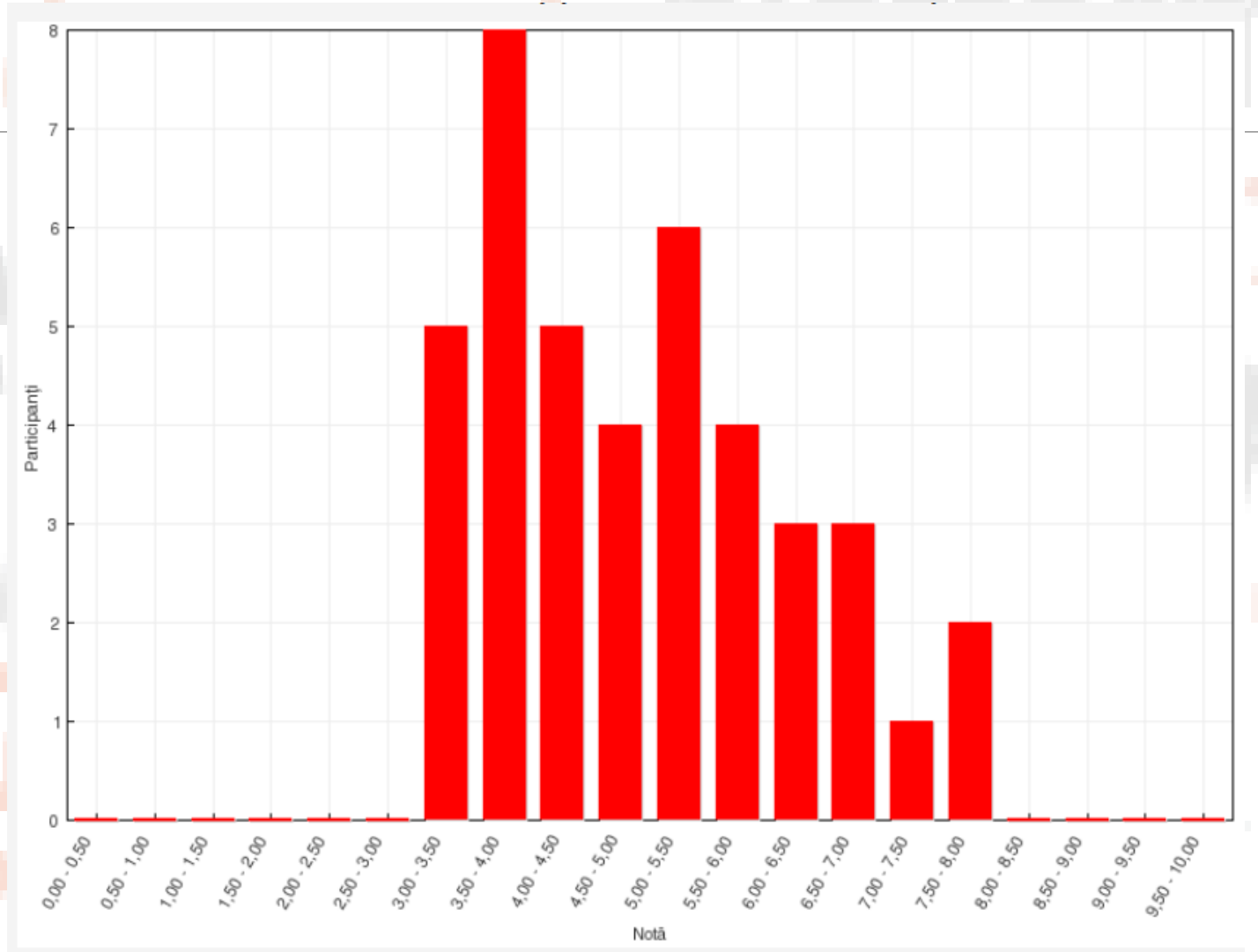
Finish review

Start a new preview

Test grades/per student/average per question

Voda Andrei Review attempt	Finished	4 iunie 2019 09:38	4 iunie 2019 10:11	33 min 6 secs	**3,89**	✓ 0,56	✗ 0,00	✗ 0,00	✗ 0,00	✓ 0,56	✗ 0,00	✓ 0,56	✓ 0,56	✗ 0,00	✗ -	✓ 0,28	✓ 0,28	✓ 0,56	✗ 0,00	✓ 0,56
Costin Milea Review attempt	Finished	4 iunie 2019 09:48	4 iunie 2019 10:24	36 min 5 secs	**5,97**	✗ 0,00	✓ 0,56	✗ 0,00	✗ 0,00	✓ 0,56	✓ 0,56	✓ 0,56	✓ 0,56	✗ 0,00	✗ 0,00	✓ 0,28	✓ 0,42	✓ 0,56	✓ 0,56	✓ 0,56
Bianca Maria Jalba Review attempt	Finished	4 iunie 2019 09:57	4 iunie 2019 10:30	32 min 31 secs	**5,31**	✓ 0,56	✓ 0,56	✓ 0,56	✗ 0,00	✓ 0,56	✓ 0,28	✓ 0,56	✗ 0,00	✗ 0,00	✗ 0,00	✗ 0,00	✓ 0,14	✓ 0,56	✓ 0,44	✗ 0,00
Alina Adriana Popa Review attempt	Finished	4 iunie 2019 09:57	4 iunie 2019 10:20	22 min 35 secs	**3,03**	✓ 0,56	✓ 0,28	✓ 0,56	✓ 0,56	✗ 0,00	✗ 0,00	✗ 0,00	✗ 0,00	✓ 0,28	✗ 0,00	✓ 0,28	✓ 0,42	✗ 0,00	✗ 0,00	✓ 0,11
Hamze Adris Al Zahhouri Review attempt	Finished	4 iunie 2019 10:38	4 iunie 2019 11:08	30 min 18 secs	**7,08**	✓ 0,56	✓ 0,56	✓ 0,56	✓ 0,56	✓ 0,56	✓ 0,56	✗ 0,00	✗ 0,00	✗ 0,00	✓ 0,56	✓ 0,56	✓ 0,42	✓ 0,56	✓ 0,56	✓ 0,56
Ilie Iulian Tanase Review attempt	Finished	4 iunie 2019 11:33	4 iunie 2019 11:55	21 min 20 secs	**3,59**	✗ 0,00	✓ 0,56	✓ 0,56	✓ 0,37	✗ 0,00	✓ 0,56	✗ 0,00	✓ 0,56	✗ -	✗ -	✓ 0,56	✗ -	✗ 0,00	✓ 0,44	✗ 0,00
Alexandru Marius Toderascu Review attempt	Finished	4 iunie 2019 12:08	4 iunie 2019 12:30	22 min 51 secs	**7,67**	✓ 0,56	✓ 0,56	✓ 0,56	✓ 0,56	✓ 0,56	✓ 0,56	✗ 0,00	✓ 0,56	✗ 0,00	✓ 0,56	✓ 0,56	✓ 0,56	✓ 0,56	✓ 0,33	✓ 0,11
Overall average					**4,93 (41)**	0,37 (41)	0,35 (41)	0,41 (41)	0,21 (41)	0,33 (41)	0,36 (41)	0,35 (41)	0,28 (41)	0,05 (41)	0,16 (41)	0,30 (41)	0,27 (41)	0,35 (41)	0,24 (41)	0,24 (41)

Student number and grades



Activity completion

Activity module

M1.J1 Test

Look back 8 weeks Show only Student

Groups: All participants
Quiz Views
Quiz Posts

4

First name / Surname	All actions	Select
Mirosław Żurek	Yes (23)	☐
Katarzyna Sławińska	Yes (5)	☐
Nadia Papaioannou	No	☐
Zbigniew Kulma	No	☐