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How to use active learning for employee evaluation

eLearning is a useful technology for corporate training objectives. Active learning is that teaching method capable of providing the best advantages for its use

eLearning has proven to be a valid tool for corporate training. Facilitating employee development and optimizing company resources are two of the main positive aspects of this tool. As always, the best results are produced when, in addition to the tool, there are the skills for its use, from the design of contents to their delivery, up to the evaluation of user progress. In particular, **measuring the skills** and knowledge acquired by collaborators is an essential requirement for evaluating the effectiveness and efficiency of eLearning.

This measurement, which takes place via computer equipment, involves both the themes and topics taught and the different teaching methodologies. In this article we focus on the characteristics and benefits of active learning and employee evaluation.

Active Learning: the basics

Active learning is an educational approach that puts action, active participation and direct involvement of learners at the center of the learning experience. This differs from passive learning, in which students are required to absorb the content presented by the teacher or the context without changing the presentation or interacting with the teacher or electronic tools. In active learning individuals are actively involved in the process of acquiring knowledge and skills.

This active involvement can manifest itself in a variety of ways, including interactive discussions, problem solving, group collaboration, simulations, hands-on experiments, and direct application of information learned. The main goal of active learning is to foster deeper understanding, practical application of knowledge, and greater retention of information.

Differences between Active Learning and Passive Learning

To fully understand the importance of active learning, it is useful to compare it to passive learning and recognize the key differences between the two approaches:

- **In active learning students are actively involved**, actively participate in activities and contribute to the construction of knowledge. In passive learning, students are passive spectators who receive information without the opportunity to participate in the presentation of content. **Active learning encourages the ability to use the information received**, not just its retention. In this way, critical thinking, problem solving and the ability to analyze and apply information in real contexts are stimulated. Passive learning often focuses on memorizing facts without deepening understanding or application.
- Unlike passive learning, **active learning often involves social interaction through group discussions, collaboration and communication**. Differences in points of view, in solutions to the problems presented, or even just the emergence of doubts and uncertainties favor group dynamics, which in a corporate context can contribute to team building objectives.

Active learning can lead to better long-term knowledge retention than passive learning, as it engages more areas of the brain and stimulates deeper understanding. This is not just an educational theory, but a practical methodology that can be applied in various contexts, including corporate training and employee evaluation.

Benefits of Active Learning

Having said of the characteristics of active learning, it is important to list a number of significant advantages that this teaching method can provide in the context of corporate training and employee evaluation.

One of the key benefits of active learning is its potential **to improve employee engagement in training and evaluation**. Individuals are more likely to engage actively when involved in interactive and engaging activities. Through group discussions, hands-on exercises, simulations and other active activities, employees become participants in their own learning. This involvement increases motivation, attention and active participation, which translates into greater effectiveness in learning and assessment.

Active learning promotes a deeper and more lasting understanding of information. While in passive learning, individuals can memorize short-term learning facts active encourages a deeper understanding that is more likely to persist over the long term. This is due to the active involvement of students in discussion, problem solving and practical application of knowledge. As a result, employees are more likely to apply what they have learned in their daily workplace activities, thus improving their efficiency and performance.

Another key to the success of active learning is its emphasis on the **practical application of skills**. Learners not only acquire theoretical knowledge, but learn how to use this knowledge in real situations. This is especially valuable in corporate training, where practical skills and their application in the field are critical to success. Active learning allows employees to develop skills that can be directly implemented in their daily work, thus improving individual performance and contributing to the overall success of the organization.

Strategies for Implementing Active Learning

As mentioned in the introduction, eLearning is an excellent tool, which requires appropriate methodologies of use, such as active learning to guarantee its benefits. To fully reap the benefits of this form of teaching in employee evaluation, it is essential to adopt effective strategies.

At the heart of active learning are engaging activities that command attention and stimulate critical thinking. **Designing engaging activities requires creativity and care**, to achieve a high level of interest from the user audience. These activities may include case studies, role-playing games, interactive quizzes, group discussions and practical exercises. The goal is to create learning experiences that spark interest and engage employees on multiple levels. These activities should be related to the assessment objectives, allowing employees to apply the knowledge gained in real situations.

Simulations and scenarios offer an effective way to immerse employees in real-world learning situations. These simulations can be designed to replicate specific challenges or scenarios that employees will face in their daily work. For example, a customer service simulator or virtual training environment can allow employees to learn practical skills in a safe, controlled environment. Simulations and scenarios are particularly useful for assessing employees' practical skills and observing how they perform in real situations.

Collaboration is a key element of active learning. Promoting collaboration among employees creates a rich learning environment where they can share ideas, solve problems together, and learn from each other. This can be done through group projects, online discussions, discussion forums or group work sessions during the training. Collaboration not only increases engagement, but also allows employees to develop communication and teamwork skills, which are often critical in a corporate environment.

By integrating these strategies into active learning, organizations can maximize the effectiveness of employee training and evaluation. However, it is important to tailor these strategies to the specific needs and objectives of the organization, ensuring that active learning is fully aligned with the skills and competencies needed for business success. Not all themes and topics taught might easily lend themselves to all of the strategies listed above. In particular, those that require the routine and individual application of simple skills may not benefit greatly from comparison between colleagues.

Evaluation of Employees with Active Learning

Active learning can be a valuable resource for improving the employee evaluation process, allowing organizations to gain a more complete view of the skills and performance of their key members.

Before you get started, it's essential to establish clear learning objectives for your employees. What specific skills or knowledge do they need to acquire or improve during the training and assessment process? These goals should be quantifiable and measurable.

Learning activities should be designed to **test individuals' skills and knowledge in real situations**. Use simulations, hands-on exercises, and group projects that require the application of learned skills.

During the training process it is important to constantly monitor and evaluate employee performance. This can be done through quizzes, assignments, peer evaluations and supervisor evaluations. Providing regular and constructive feedback to employees during the learning and evaluation process keeps their engagement high in the learning phase. This helps individuals understand where they can improve and allows them to make timely corrections.

Actively involving employees in the evaluation process is also useful, as it allows them to self-evaluate, participate in discussions about their growth and develop personalized improvement plans.

Advantages for the Evaluation Process

Active learning allows you to evaluate employee skills in realistic contexts, providing a more complete view of their skills and competencies. By providing active learning opportunities and continuous feedback, employees have the opportunity to constantly improve their skills and performance.

Through active learning, individuals feel more engaged and motivated when they are actively involved in the learning and assessment process. Furthermore, active learning promotes the practical application of skills on the job, helping to improve performance in the field.

This teaching methodology can also provide important advantages for human resources managers. In particular, active learning-based assessment can be easily aligned with business objectives, helping to identify and develop the skills needed for organizational success.

Bottom line

Active learning offers a valuable opportunity to improve employee evaluation, by making the process more engaging, informative and aligned with company objectives. By integrating active learning strategies into training and assessment, organizations can develop a more competent and resilient workforce, which contributes to the overall success of the company.