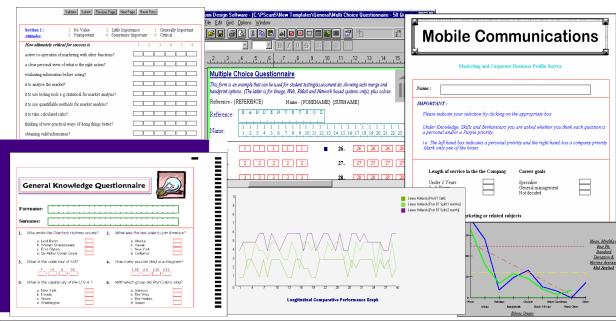# PIP

Improving Performance By Tracking Results

Based on our well known **Print & Scan** software, the **PIP** (Performance Improvement Process) system allows continual re-assessment on whether objectives and benefits are still being achieved after a candidate/student has attended a course or taken a study or other module. It can cover any time period and the analysis graphically indicates perception of change and fall-off effect ratio, since the completion of the end of course/evaluation questionnaire, by the current attitudinal, knowledge, behaviourial and skills stance of the employee or student. It also shows whether this can be extended by offering further training or tutoring as necessary and can include a 360 degree capability for assessment by Managers, Peers, Subordinates and the Candidate/Student themselves. Options and benefits include:-

- A multi-tiered question bank option has been incorporated which allows users to have as many sub headings to a main subject title as required. A common question pool can be created as well as password protected subsections for individual administrators or lecturers with speciality options. Remote access to the Question Bank is also included whereby administrators/lecturers can select the basic questions from the bank for say a pre-course questionnaire or add additional questions to the original set on their own machine as well as creating new questions within their own area of speciality. The are then e-mailed back to the system administrator who produces the forms.

- The system administrator is able to generate the questionnaire forms, either by printing or electronically, in any language with appropriate title headers/gradings for each question if necessary. Up to forty questions per page are allowed with up to thirty pages per questionnaire.

- Ability to send out questionnaires in either paper based or electronic formats using either Optical Mark Reading/Intelligent Character Recognition (Paper Based) or Web/Email (Electronic systems). Once completed by the candidate/student the answers are returned for scanning (paper based) or retrieval (Web/Email) by the system administrator.

- Reports can include course, statistical, analytical and graphical presentations, including course comparative and longitudinal analysis using criteria based on course type/activity grouping with the ability to export data to other packages such as *Excel* or *SPSS*.

- Individual reporting showing mean scores and modal positions with the answer given by the candidate is also available for course feedback purposes.

- Continual re-assessment, covering any time period, on whether the objectives and benefits are still being achieved after the candidate/student has attended a course or taken a module. This analysis graphically indicates perception of change and fall-off effect ratio, since the completion of the end of course/evaluation questionnaire, by the current attitudinal stance of the employee or student. It also shows whether this can be extended by offering further training or tuition as required.

- 360 degree capability is included for assessment by Managers, Peers, Subordinates and the Candidate/Student themselves.

- Internally, the results can be used to ensure that training/subject presentation is monitored/assessed continuously thereby maintaining high standards of both staff and courses.

- Externally, selective results can be used for public relations where needed.

For further information on the company and its products please contact Colin Woolhouse at:-

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