



## LETTERS TO THE EDITOR

### IPM'S SISTER ORGANIZATION

Dear Sir:

I am writing to you regarding the article by Terence P. Kenny in the February issue of the *Journal*. I think before getting to the point, I should make it quite plain that I am not only writing as a member of the Overseas Chapter of the ASTD., but also as Vice President (Education and Training) of the Institution of Training Officers and Vice Chairman of the National Payment and Employment Conditions Committee of the Institute of Personnel Management, so that I can claim to be unbiased in my comment.

From Mr. Kenny's article it would seem that the Institute of Personnel Management is recognised as the professional body for training management in the United Kingdom. This is not strictly true. The only body in Great Britain which is solely and entirely concerned with training management is the Institution of Training Officers and it is mere chance that the Institute of Personnel Management examination scheme has been published before that of the Institution of Training Officers. In fact, it is probably fair to say that the Institute of Personnel Management syllabus has only been produced as speedily as it has because training officers have been carried on the back of the existing training scheme for personnel specialists. Whereas, the much more detailed syllabus of the Institution of Training Officers is aimed exclusively at the training specialist. This document is currently in the final draft stage and has yet to be approved by the Council of the Institution of Training Officers.

In the relevant paragraph in his article, Terence Kenny uses the word 'unashamedly' and in this case I can also 'unashamedly' say that there is not animosity between the two institutions and I would not like our American friends to get the idea that there was any sort of power struggle going on in the training field!! The difference in the approach of the two institutions is simple. The Insti-

tute of Personnel Management sees the training specialist as an integral part of the personnel management team, whilst the Institution of Training Officers believes that his activities are sufficiently specialised to need separate consideration and perhaps the current membership of approximately 5,000 in the Institution of Training Officers is an indication that the training specialists themselves agree!

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### RESEARCHER SEEKING EVALUATION INSTRUMENTS

Dear Sir:

I have been working on the development of suitable instruments for evaluation of an international conference being held at the University of British Columbia and would be interested in obtaining copies of evaluation instruments which are being used in other places.

When I began work on developing instruments for this international conference on foreign student affairs and started writing to the various people concerned with evaluation, I had not anticipated such a high rate of response. I have received many excellent instruments as well as a number of very good articles (several from your journal). Because I have received such cooperation and because program directors everywhere seem to be grappling with the same problems, I am most interested in doing further work in this area. It would seem to me that some good instruments could be developed by combining the best features of a wide variety of instruments.

Perhaps some of your readers could provide information on methods of validating objectives and terminal behaviors of conference participants. It would be most useful for me to have such information.

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