My research topic is **Research of E-Learning Evaluation and Affecting Factors in Enterprise Training Programs.**

Mingze Shi

First of all, I would like to introduce the reason and background of choosing this topic. Enterprise E-learning is becoming an important training method. As an advanced learning and teaching management method, E-learning can closely integrate learning content with business services, and help companies to quickly establish learning mechanisms to form core competitiveness and achieve their strategic goals. If enterprises can make good use of E-learning as a new model for employee training, which not only can greatly reduce the training cost of the company, but also can quickly improve the skills and competitiveness of employees, and it makes their learning and training more flexible.

E-learning training effect evaluation is different from general training effectiveness evaluation, it not only needs to consider the influencing factors of normal training effectiveness and evaluation methods, and also needs to consider the characteristics of E-learning. All of these have brought many new problems and research opportunity of E-learning training effect evaluation work. The research on E-learning training effect improvement methods for enterprise employees will help to overcome the obstacles encountered in E-learning training and give full play to the advantages of E-learning, so that the training methods will be truly accepted by employees, and improve employees´job skills and organization performance.This paper takes one or two companies as an example to evaluate the E-learning training effect, and provides E-learning reference for other companies.

The main purpose of this paper is to study and determine E-learning training assessment methods and the influence factors of E-learning training effect. Provide guidance and advice to government agencies and companies which use E-learning training model. Our research question is: After finding the influencing factors of the E-learning training effect, does the training institution really improve the management level and the quality of the training. Did the results reach their expectations?

Research methods

In the process of this dissertation, we pay attention to the combination of various research methods, such as literature research, expert consultation, questionnaire survey, interview method and factor list method. Specifically, the following three aspects are reflected: Through literature research, the preliminary theoretical model of the study and the problems to be solved were proposed, and It laid the theoretical basis for the selection of the questionnaire used in the next questionnaire study ; the questionnaire survey and statistical analysis were conducted using social science statistical software to evaluate the e-Learning training effect; the factors affecting the training effect were identified through the interview method and the factor list method.

Until now the theoretical part is basically completed. And also determine the research methodology. I have collected relevant literature and data on E-learning and training effects at home and abroad, analyzed the current development trend of E-learning training, and summarize the E-learning training status of current employees.

My next step is to compile E-learning training effect assessment questionnaire, analyze the reliability and

validity of the questionnaire.

Based on the characteristics of E-learning training, the E-learning training effect evaluation index system is set up based on the four-level evaluation model of Kirkpatrick. Build an enterprise E-learning training evaluation system.

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