This study deals with an in-service instructional program for hospital employees. The results should, at least, suggest some implications for any in-service education program. While the number of participants in the research was small (18), it offers some documentation for what adult educators have been saying for some time—that involving the learner in the process of planning an instructional program results in increased achievement by the learner. The study also indicates that the learning group involved in program planning held a significantly more positive attitude toward the course than did the nonparticipating group.
The authors of this research note that there was no significant difference in the retention of information between the two groups. For those practitioners of adult education who are involved with in-service education the fact that there was a difference in attitude toward the course may be the most significant conclusion since most of this group of adult educators find the attitude of the learners toward in-service education programs to be one of the most difficult problems to be faced.


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