WHAT CAN WE LEARN FROM A SIMPLE SURVEY?
EFFECTIVENESS ASSESSMENT OF INTEGRITY TRAININGS

THE TRAININGS

<table>
<thead>
<tr>
<th>Type of trainings</th>
<th>One day long (8 hours)</th>
<th>Three days long (20 hours)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Target group</td>
<td>Staff level civil servants</td>
<td>Civil servants in high positions</td>
</tr>
<tr>
<td>Duration</td>
<td>8 hours</td>
<td>20 hours</td>
</tr>
</tbody>
</table>

Objectives of the research

- To validate the effectiveness of the trainings through the measurement of:
  - change in knowledge of participants about integrity and anti-corruption
  - change in attitude of participants towards anti-corruption
  - to collect information for learning of providers

- To set an example for the viability of effectiveness assessment with simple methods

Method of analysis

- Pre- and post-training questionnaires
- Quasi-experimental, non-randomized pre-post research design
- 4 attitude and 4 knowledge related statements
- Replication of agreement/disagreement on a 1 to 5 Likert scale
- Comparison of participants' pre- and post-training responses with the use of case-studies

VALIDATION

LEARNING

PARTICIPANTS: SAMPLE OF THE RESULT ON THE INDIVIDUAL PARTICIPANTS

Avergae scores of opinion change 8 hours trainings

<table>
<thead>
<tr>
<th>Average opinion change</th>
<th>8 hours trainings</th>
</tr>
</thead>
<tbody>
<tr>
<td>2.5</td>
<td>3.79</td>
</tr>
</tbody>
</table>

Average scores of opinion changes 20 hours trainings

<table>
<thead>
<tr>
<th>Average opinion change</th>
<th>20 hours trainings</th>
</tr>
</thead>
<tbody>
<tr>
<td>3.0</td>
<td>4.11</td>
</tr>
</tbody>
</table>

What happened with A1?

- No correlation with starting point or commitment statements
- Observation with the help of a civil servants

Who are the ones in the „wrong direction”?

- No significant change in A1 change in 8 hours trainings
- No significant change in A2 change in 20 hours trainings

The strongest impacts, A4 and K4

- High degree of agreement/disagreement on the following statements:
  - A4: It is possible to change people’s thinking about the concept of corruption
  - K4: The best remedy for corruption is to introduce the approach of integrity management

CONCLUSIONS

- The effective implementation of this country in particular can be facilitated because it is an inherent feature of transformation.
- Corruption can be fought more effectively through transparency.
- The best remedy for corruption is to introduce the approach of integrity management.
- It is possible to change people's thinking about what is right and wrong, allowing them to apply self-discipline to previously accepted procedures from which they derive personal benefits.

KATALIN PALLAI, 
associate professor, 
National University for Public Service, Budapest, Hungary

QUESTIONS FOR FURTHER RESEARCH

- Understanding the impact on individuals and education!!!
- Comparison of participants' pre- and post-training responses with the use of case studies
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- Comparison of participants' pre- and post-training responses with the use of case studies

Katalin Pallai
What Can We Learn from a Simple Survey? Effectiveness Assessment of Integrity Trainings