Online learning works BETTER when students UNDERSTAND what it truly entails

ASSUMPTION
Many educational institutions use READINESS SURVEYS to help students evaluate their fit for online learning.
Problems with Readiness Surveys

- Psychometric qualities
- Predictive validity
- Unintended consequences

(Farid et al., 2014, Wladis & Samuels, 2016)
Research in business organizations has shown RJPs lead to

- More realistic initial job expectations
- Lower voluntary and involuntary turnover
- Higher performance

(Phillips, 1998)
We developed an Online Learning RJP using videotaped interviews with experienced online students.
Next Steps

Survey students for perceived effectiveness of the Online Realistic Job Preview vs. Readiness Surveys
RJP Video Link

https://youtu.be/EFzz5nOywbg

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