MOCK MCQ TEST

SUBJECT: TRAINING AND DEVELOPMENT (TD)

PAPER CODE: MS 235

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1. According to the systematic training cycle which of the following is not defined as a stage in it.:
   (a) Evaluation
   (b) Assessing training needs
   (c) Planning the training
   (d) Job instruction on a one-to-one basis

2. Which of the following is least relevant for Learning in any Training exercise?
   a) Costly Equipment
   b) Design & Implementation of Training
   c) Motivation of trainees
   d) Climate of Organization

3. Which of the following is not true about training?
   a) Training is independent activity and not related to Organizational Strategy.
   b) Training is coherent whole with each program building on the learning from previous program
   c) Training is developed and implemented in partnership with line managers.
   d) Approach Training as a process and not just a program.

4. What is a learning organization?
   a) An organization which facilitates the learning of all its members and continuously transform itself.
   b) An organization in which the managers are encouraged to develop
   c) An organization which facilitates the learning of all its members in order to preserve the status quo
   d) An organization which does a lot of training on an ad hoc basis

5. Planned and associated with specific outcomes refers to learning that is:
   a) That is imposed from above
   b) Structured learning
   c) Is theoretical in nature
   d) Is text book learning

6. What is explicit knowledge?
    a) Involves factual knowledge about a task without having learned conditions of applicability
    b) Learners go from knowing what into knowing how and when to apply knowledge
    c) Learn skills irrespective of having knowledge or not
    d) Knowing Procedure of assigned work

7. Which of the following is general increasing of knowledge for the purpose of using it in future life?
    a) Training
    b) Development
    c) Education
    d) Mentoring

8. The stage in which the learning curve stops growing and stagnated:
    a) Learning stage
    b) Discouraging stage
    c) Over learning period
    d) Learning plateau stage

9. It results when a person gives meaning to its feeling through senses:
    a) Effect
    b) Readiness
    c) Sensitivity
    d) Perception

10. This domain is concerned with a learner's emotions
    a) Affective domain
    b) Cognitive domain
    c) Psychomotor domain
    d) Conceptualization domain

11. Learning Process consists of:
    a) Cognitive process
    b) Emotional process
    c) Both a and b
    d) None of the above

12. Learning directed by identifying one's own learning objectives and motivation refers to:
    a) Other directed learning
    b) Self-directed learning
    c) Structured learning
    d) Unstructured learning

13. Which of the following is not external environmental factor that influences the learning process?
    a) Training strategies, methods and techniques
    b) Trainer/training team
    c) General learning environment in the program
    d) Desire for personal growth and development

14. Learning to prepare the individual related to specific future job is called:
    a) Training
    b) Counseling
    c) Development
    d) Education

15. It is the ability to formulate unique approaches to problem solving and decision making:
    a) System thinking
    b) Creativity
    c) Personal mastery
    d) Sensitivity

16. The social and cultural barrier to TNA can be met by:
    a) Building organizational trust and confidence
    b) Assistance of external consultants
    c) Effective monitoring
    d) All of the above

17. Training needs assessment is usually related to:
    a) Organizational performance
    b) Individual
    c) Both organizational and individual performance
    d) None of the above

18. Training needs analysis can take place at organizational, task, and person levels. Organizational training needs generally occur when:
    a) There is some kind of barrier hindering the achievement of organisational aims and objectives which is best removed by training.
    b) Information technology systems need upgrading.
    c) Other competing organisations are conducting extensive training programmes.
    d) Government provides additional funding.

19. Which of these is the benefit of needs assessment?
    a) Assessment makes training department more accountable
    b) Higher training costs
    c) Loss of business
    d) Increased overtime working4

20. The next step to Training Needs Analysis is:
    a) Determines who should receive training first
    b) Enables managers to work out the cost of training
    c) Identifies the training objectives
    d) Provides a profile of an individual's training need.

21. What is explicit purpose of assigning KSA to positions?
    a) Create a foundation for bonus structures.
    b) Designate the set of competencies required by a position.
    c) Be able to transfer skill information to the employee's resume.
    d) Assist in structuring employment contracts.

22. Which of the following is not helpful of preparing Instructional design?
    a) Development of training objectives
    b) Creation of a plan of instruction that detail how and in what sequence training content should be delivered
    c) The incorporation of learning principles into the design of training program to maximize chances of learning
    d) Copy other organizations' design.

23. Which of the following is not part of well written training objectives' characteristics?
    a) A training objective includes capability or desired terminal behavior
    b) Specify the conditions under which the behavior will be performed or demonstrated during training
    c) Criterion of acceptable performance
    d) They should be absolute

24. _____ seeks to examine the goals of the organisation and the trends that are likely to affect these goals.
   a) Organisational Support
   b) Organisational analysis
   c) Person analysis
   d) Key skill abilities analysis

25. When the time is less, which techniques are recommended for TNA:
   (a)   Interview
   (b)   Work samples
   (c)   Focus group discussion
   (d)   Test

26. Areas of improvement like knowledge, skills etc. are identified which needs improvement through:
   (a)   Job analysis
   (b)   Performance gap analysis
   (c)   Monitoring
   (d)   Training delivery

27. Which of the following should not be included in a training objective?
   (a)   The location of where the behaviour should be exhibited
   (b)   The conditions under which the behaviour is to be exhibited
   (c)   The criterion behaviour
   (d)   The standard of performance of the behavior

28. Declarative knowledge refers to:
   (a)   The ability to explain how to perform a task
   (b)   Knowing what is required in order to perform a task
   (c)   Factual or explicit knowledge
   (d)   Knowing how to do something

29. Aptitude-Treatment Interaction refers to which of the following?
   (a)   Individuals with higher aptitude learn more quickly
   (b)   Different individuals benefit from different types of training methodology
   (c)   The interaction between an individual's ability to perform a task and how they are treated by trainers
   (d)   The relationship between trainers' personality and trainee satisfaction

30. The best reason for presenting a training program is because:
   (a)   it contributes to the organization's goals and objectives
   (b)   it has been highly advertised.
   (c)   Competitors are using the training.
   (d)   Concern about federal agency pressure.

31. The systems model of training contains three phases: _____, training and Development, and evaluation.
   (a)   Preparation
   (b)   Assessment
   (c)   Introduction
   (d)   Organizing

32. In assessing training needs, an examination of production efficiency, labor costs, turnover, and accidents would be part of which training needs analysis?
   (a)   Individual
   (b)   Task
   (c)   organizational
   (d)   All of the above

33. The analysis to Identify specific skills needed for specific job is called
   (a)   Individual Analysis
   (b)   Organizational Analysis
   (c)   task analysis
   (d)   All of the above

34. Type of practice which considers several sessions scheduled on different intervals of time such as days or hours is classified as
   (a)   active practice
   (b)   spaced practice
   (c)   massed practice
   (d)   spatial practice

35. The basic managerial skill(s) is(are)
   (a)   To supervise
   (b)   To stimulate
   (c)   To motivate
   (d)   All of the above

36. Which of the following factors did not identify as Important in the transfer of learning to the workplace?
    (a)   Financial support (resources, funds for training)
    (b)   Work environment (support and opportunities to use)
    (c)   Trainee characteristics (ability, personality and motivation)
    (d)   Training design (use of principles of learning, appropriate content)

37. Uniqueness refers to:
    (a)   The employee potential to improve company effectiveness and efficiency.
    (b)   The extent to which training and learning is centralized in an organization.
    (c)   The extent to which employees are rare and specialized and not highly available in the labor market.
    (d)   The picture of the future an organization wants to achieve.

38. Critical and Highly Skilled Job-based employees are characterized by:
    (a)   High value and high uniqueness.
    (b)   High value and low uniqueness.
    (c)   Low value and low uniqueness.
    (d)   low value and high uniqueness

39. Which of the following positions is characterized by low value and low uniqueness?
    (a)   Lab technician
    (b)   Scientist
    (c)   Secretarial staff
    (d)   Legal adviser

40. The unique characteristics of a learning organization is that:
    (a)   the members teach outsiders
    (b)   it has the capacity to gather new information and use it for improvement
    (c)   it focuses on selecting new employees who love learning and are highly skilled
    (d)   employees are rewarded for submitting creative suggestions

41. The process of selectively reinforcing a response to change the behavior of a person is associated with
    (a)   behavioral modeling
    (b)   operant conditioning
    (c)   education
    (d)   learning

42. The concept in social cognitive theory that behavior is influenced by the environment and personality, and that the environment is likewise influenced by behavior and personality, is called

    (a) dynamic homeostasis

    (b) reciprocal determinism

    (c) reverse interactionism

    (d) inverse influence

43. An effective training design should be

    (a)   Learner-focused

    (b)   Trainer focused

    (c)   Company focused

    (d)   Environment focused

44. Training Design involves

    (a)   Stating the training objectives

    (b)   Identifying the learning activities

    (c)   Sequencing the activities in which they have to be held

    (d)   All of the above

45. The learners who prefer learning by group work practices are called

    (a)   Collaborative Learners

    (b)   Individual Learners

    (c)   Dependent Learners

    (d)   Associative Learners

46. Careers are often said to be more difficult to manage now than in the past because:

    (a)   The nature of jobs and organisations is changing rapidly

    (b)   Retirement age is increasing

    (c)   People are not taught how to do it

    (d)   Definitions of career are changing

47. The career-related consequence of the delayering of organisations most likely option is:

    (a)   A higher proportion of job moves being demotion

    (b)   Promotion being a bigger step when it happens

    (c)   Lateral moves becoming scarcer

    (d)   All of the above

48. An area of the self-concept that is so central that a person will not give it up even if forced to make a difficult choice' is a definition of:
    (a)   The subjective career
    (b)   Career anchor
    (c)   Career development
    (d)   Matching theories of career choice

49. Which of the following is sometimes used as an indicator of subjective career success?
    (a)   Income growth over a period of years
    (b)   A person's values
    (c)   Career satisfaction
    (d)   Working hard

50. Generally, in big companies who is responsible for an employee's career development:
    (a)   The employee's manager.
    (b)   The company.
    (c)   The employee.
    (d)   The HRM department

51. A number of events and forces in the business environment have shaped the move in career development from corporate to individual responsibility, including:
    (a)   Growing employee ownership of companies.
    (b)   the empowerment movement
    (c)   the decreasing competitiveness of Japan in U.S. markets
    (d)   More and more companies using a Japanese management model.

52. The purpose of career development is:
    (a)   focus on both the organization and the individual.
    (b)   focus on the individual
    (c)   focus on the organization
    (d)   focus on management development

53. Initially, companies viewed career development as a program to meet organizational need. Now, it is also looked upon as a way to meet employees' needs. This shift in perspective is due to:

    (a)   The pressures of downsizing.
    (b)   the pressures of technological change
    (c)   employee demands for more career advancement opportunities
    (d)   The need for some businesses to meet affirmative action goals.

54. In recent years, the career development field has changed very rapidly as
    (a)   job hopping has become less prevalent.
    (b)   downsizing among companies becomes more popular
    (c)   technological change requires that employees keep pace with new ways to perform their jobs.
    (d)   (c) and (b)

55. Career development differs from training in that:
    (a)   Career development has a short-term focus. Training has a long-term focus.
    (b)   Career development is initiated by employees and training is initiated by the organization.
    (c)   Career development has a wider focus and broader scope than training.
    (d)   career development is more beneficial to the organization and training is more beneficial to the individual employee.

56. Career development is:
    (a)   usually involves a one-time event or opportunity to enhance long-term skills'
    (b)   is a formal, organized, ongoing effort to develop people's skills
    (c)   Is usually a highly selective process which guarantees success through that's electivity?
    (d)   Focuses on individual over organizational needs.

57. When it comes to career development, workers:
    (a)   Generally, know precisely what they want to do with their careers.
    (b)   Usually take sufficient action to ensure that they will be considered for new career opportunities.
    (c)   Seldom experience a mismatch between their goals and career opportunities.
    (d)   Usually don't have sufficient experience to warrant promotion to the positions they desire

58. When businesses do not provide career development to employees, it increases the possibilities that:
    (a)   All employees will begin self-development.
    (b)   Employees will be encouraged by promotion possibilities.
    (c)   Employees will specialize in their specific jobs.
    (d)   the business will not keep pace with the changing business environment

59. In the talent management end to end process, the workforce compensation management leads to
    (a)   succession planning
    (b)   performance management
    (c)   learning management systems
    (d)   e-recruiting

60. The process of attracting, selecting, training and promoting employees through a particular firm is called:
    (a)   phased retirement
    (b)   preretirement counseling
    (c)   talent management
    (d)   modifying selection procedure

ANSWER KEY

1	**d**	11	**c**	21	**b**	31	**b**	41	**b**	51	**b**
2	**a**	12	**b**	22	**d**	32	**d**	42	**b**	52	**a**
3	**a**	13	**c**	23	**d**	33	**c**	43	**a**	53	**c**
4	**a**	14	**a**	24	**b**	34	**b**	44	**d**	54	**d**
5	**b**	15	**b**	25	**c**	35	**d**	45	**a**	55	**c**
6	**b**	16	**d**	26	**b**	36	**a**	46	**a**	56	**b**
7	**c**	17	**c**	27	**a**	37	**c**	47	**b**	57	**d**
8	**d**	18	**a**	28	**c**	38	**a**	48	**b**	58	**b**
9	**d**	19	**a**	29	**b**	39	**c**	49	**c**	59	**d**
10	**a**	20	**c**	30	**a**	40	**b**	50	**d**	60	**c**