

QUESTION 2015

Group – A

(Multiple Choice Type Questions)

1. Answer any ten questions

i) The unique characteristics of a learning organization is that

- a) the members learn about each other
- ✓ 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 and participating in their implementation

ii) 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

iii) The systems model of training contains three phases: _____, training and development, and evaluation.

- a) preparation
- ✓ b) assessment
- c) introduction
- d) organizing

iv) The major difference between training and education is that

- a) education refers more to acquiring specific skills
- b) education is more closely related to learning a particular job
- c) training provides more general knowledge
- ✓ d) training narrows the range of responses while education broadens the range.

v) The best method for conducting a training needs analysis when data needs to be obtained from a large number of employees is

- a) interviews
- b) observations
- ✓ c) questionnaires
- d) focus groups

- vi) 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
- vii) Carefully preparing a training manual so that each idea effectively builds on the previous ideas illustrates which training principle?
- a) Stimulus: meaningful organization of materials
 - b) Response: practice and repetition
 - c) Feedback: knowledge of results
 - ✓ d) Transfer of training: sequencing the learning
- viii) In assessing training needs, an examination of production efficiency, labor costs, turnover, and accidents would be part of which training needs analysis?
- a) Personnel
 - b) Task
 - ✓ c) Operations
 - d) Organizational
- ix) 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
- x) Training is most effective in resolving
- ✓ a) skill gaps
 - b) attitudinal problems
 - c) poor motivation
 - d) attendance issues
- xi) The term which describes long term training which includes a combination of both on-the-job and in-class training is
- a) mentorship
 - b) computer based training
 - ✓ c) vestibule training
 - d) apprenticeship

Group – B

(Short Answer Type Questions)

2. Examine why organizations are encouraging competency based management system.
See Topic: EMERGING AREAS, Short Answer Type Question No. 9.

3. Write a note on induction training.

See Topic: **TRAINING IN INDUSTRY**, Short Answer Type Question No. 4.

4. What is sensitivity training?

See Topic: **MANAGEMENT DEVELOPMENT PROGRAMME**, Short Answer Type Question No. 3.

5. What is multi-skilling?

See Topic: **EMERGING AREAS**, Short Answer Type Question No. 4.

6. State the objectives of management development programme.

See Topic: **MANAGEMENT DEVELOPMENT PROGRAMME**, Long Answer Type Question No. 1(1st part).

Group - C
(Long Answer Type Questions)

7. Explain the term mentoring. What are the functions of mentoring? Discuss the outcomes of mentoring.

1st part: See Topic: **EMERGING AREAS**, Short Answer Type Question No. 3.

2nd & 3rd part: See Topic: **EMERGING AREAS**, Long Answer Type Question No. 3(a) & (b).

8. Define Career planning. State the different career stages and briefly discuss about them. Briefly discuss Career Anchor.

1st part: See Topic: **TRAINING AND CAREER DEVELOPMENT**, Short Answer Type Question No. 2.

2nd part: See Topic: **TRAINING AND CAREER DEVELOPMENT**, Short Answer Type Question No. 1.

3rd part: See Topic: **TRAINING AND CAREER DEVELOPMENT**, Long Answer Type Question No. 1(2nd part).

9. "Sensitivity training is an experimental approach to training"—Examine the above statement emphasizing on the objectives, process, merits and demerits of sensitivity training.

See Topic: **SPECIALISED TRAINING**, Short Answer Type Question No. 2.

10. What is training need identification? As a human resource manager, what are the needs you identify as required for training? What are the factors you will consider when you create a good training policy? What are the components of training budget?

See Topic: **TRAINING IN INDUSTRY**, Long Answer Type Question No. 3.

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11. Write short notes on any three of the following:

- a) Human Capital
- b) Training Aids
- c) Job Rotation
- d) Exit Interviews
- e) Career Planning.

a) See Topic: **EMERGING AREAS**, Long Answer Type Question No. 9(a).

b) See Topic: **MANAGEMENT DEVELOPMENT PROGRAMME**, Long Answer Type Question No. 6.

c) See Topic: **MISCELLANEOUS**, Long Answer Type Question No. 4(e).

d) See Topic: **MISCELLANEOUS**, Short Answer Type Question No. 1(or).

e) See Topic: **TRAINING AND CAREER DEVELOPMENT**, Short Answer Type Question No. 1.