

Effective Hr Training And Dev Strategy

1. Most of the Teachers and Trainers want to assess its advantages and disadvantages in relation to others. They try to match the correct method with the objectives of the education or training and with the specific conditions in which learning is to take place. This is termed as:-

- (1) Aids
- (2) Training Methods
- (3) Techniques
- (4) **Current trends in use of Teaching and Training Methods**

2. Open ended question usually being with words like

_____.

- (1) **What, When, Where & How**
- (2) What, When, Is & Does
- (3) Whose, Does, What & Where
- (4) All of the above

3. Role playing can at times deteriorate into play and the serious learning potential that is inherent in the process could be jeopardized.

- (1) **True**
- (2) False

4. The pioneering effort in this was made in 1947 in Bethel, Maine, USA, where a training laboratory was held to impart the skills of a change agent. This is termed as:-

- (1) Encounter Groups
- (2) e-Learning
- (3) **T-Groups**
- (4) Laboratory Training

5. Following is one of the methods of sensitivity training. Select from the following.
- (1) E-Group
 - (2) G-Group
 - (3) **T-Group**
 - (4) A-Group
6. Suryakiran, the trainer-motivator for a quality circle training program is deciding to use Case Study as his training tool. He will have to follow a delivery plan for his Case Study. Arrange the steps combining into such a delivery plan.
- a. Processing
 - b. Experience
 - c. Goal clarification
 - d. Climate setting
 - e. Closure
 - f. Application
 - g. Generalizing
- (1) **d-c-b-a-g-f-e**
 - (2) a-b-c-d-e-g-f
 - (3) a-b-c-e-d-f-g
 - (4) a-b-c-d-e-f-g
7. The four categories of knowledge are _____.
- (1) Actions, attitudes, skills & principles
 - (2) Procedures, attitudes, skills & concepts
 - (3) **Facts, procedures, concepts & principles**
 - (4) None of the above
8. If Mr.A has the following conversation with his learner, "I agree. Immediately after my first experience in the simulation game, I was frustrated. Are you feeling now similar to that?" This is an example of _____ type of communication skill.
- (1) Non-verbal Cues
 - (2) Paraphrasing
 - (3) **Extending**
 - (4) Question Asking

9. After a period 6-12 months of post training, the evaluation of an individual's development can be stated with reference to significant areas. Identify those.

- a) Development of analytical skill
- b) Management of stress
- c) Promotion
- d) Refined interpersonal skills

- (1) c
- (2) **a, b & d**
- (3) a, b & c
- (4) b & d

10. When it comes to training of soft skills, here people make a difference and not technology.

- (1) **True**
- (2) False

11. Gestures & facial expressions used by trainees provide insight into trainees thinking or feelings and is called:-

- (1) Interaction
- (2) Interview
- (3) **Non-verbal indicators**
- (4) Verbal expression

12. Which of the following starts with an in-depth situation analysis and concludes with the dollar value added to an operation by training or other factors.

- (1) Trying training to organizational impact
- (2) Level 4
- (3) **Both of the above**
- (4) None of the above

13 Ms.Rakhi Rao, is a Personnel Manager with M/s. Jupiter Engineering, who is designing a training programme. She requires a set of sources which would provide the reactions of the participants. From the following, select some of such sources.

- a) Structured questionnaires
- b) Descriptive essays
- c) Personal interviews
- d) Reports of the discussion

- (1) a ,b & c
- (2) **a, b, c & d**
- (3) b, d & a
- (4) b & c

14. Through this approach, specific, current and potential values can be identified before training is conducted. It then measures the value obtained after training. If the training fails to produce the anticipated results, it helps to find out why. This approach is called:-

- (1) Training Judgment System (TJS)
- (2) **Training Valuation System (TVS)**
- (3) Training Feed Forward System (TFS)
- (4) Training Monitoring System (TMS)

15. Evaluation is primarily a means to determine the _____ of an organization's programs & procedures.

- (1) **Effectiveness**
- (2) Utility
- (3) Development
- (4) Enhancement