CTDP - MCQ

1. \_\_\_\_\_\_\_ refers to the process of imparting specific skills.

a) Training

b) Development

c) Education

d) All of the above

2. Training + Development need = Standard Performance – Actual Performance.

 (TRUE / FALSE)

3. Training is “A method of enhancing human performance.” (TRUE / FALSE)

4. An Organization’s value is

 a) Financial Assets

 b) Physical Assets

 c) Intangible Assets - People

 d) All of the Above

5. Teach employees skills needed for current, which is a Low priority = low budget.

a) Modern

b) Traditional

c) Radical

d) Technical

6. Factor changing the emphasis on Training

a) Globalization.

b) Need for leadership.

c) Increased value of human capital.

d) Link to business strategy.

e) All of the above

7. Both learning and transfer are important. (TRUE / FALSE)

8. Transfer refers to trainees applying what they have learned to their jobs.(TRUE / FALSE)

9. \_\_\_\_\_refers to a relatively permanent change in human capabilities

 a. Training

 b. Acquisition

 c. Development

 d. Education

 e. Learning

10. \_\_\_\_\_ refers to applying what was learned to situations that are similar but not identical to those in training

a. Performance

b. Application

c. Scope

d. Specialization

e. Generalization

11. Cognitive Strategies regulate thinking and learning. (True / False).

12. Attitudes are beliefs and feelings that predispose a person to behave in a certain way.

 (TRUE / FALSE)

13. Specialized knowledge, including names, labels, facts, and bodies of knowledge.

 a. Verbal Information

b. Intellectual Skills

c. Technical Skills

d. Informational Skills

e. Decision Skills

14. Intellectual Skills concepts and rules that are critical to solve problems, serve customers,

 and create products. (TRUE / FALSE)

15. Individuals are motivated to perform or avoid behaviors because of past outcomes of

 behavior

a. Reinforcement Theory

b. Social Learning Theory

c. Goal Theory

d. Training Theory

16. Trainers should strive to promote a learning orientation among trainees. (TRUE / FALSE)

17. Trainers should attempt to understand learners’ needs, explain how training will meet needs, and adapt training. (TRUE / FALSE)

18. Existence, Relatedness, Growth is the motivation theory propounded by \_\_\_\_\_\_\_\_.

a. Alderfer

b. Abraham Maslow

c. McClelland

d. Herzberg

19. Achievement, Power and Affiliation is the motivation theory propounded by

 a. McGregor

 b. McClelland

 c. Victor Vroom

 d. Max Weber

20. An individual’s belief that he/she can successfully learn knowledge and skills

a. Self Efficacy

b. Self Effort

c. Self Esteem

d. Self Learning

21. If certain basic needs are not met, motivation may suffer. (TRUE / FALSE)

22. Learning orientation relates to trying to increase ability and competence in a task. (TRUE / False)

23. People with a learning orientation view mistakes as useful for learning. (TRUE / FALSE)

24. Self-Efficacy can be increased through \_\_\_\_\_\_\_\_\_\_\_

a. Verbal persuasion

b. Logical verification

c. Modeling

d. Past accomplishment

e. All of the above

25. Performance orientation refers to a desire to look good in comparison to others.

(TRUE / FALSE)

26. Transfer can be enhanced by understanding the type of skill. (TRUE / FALSE)

27. \_\_\_\_\_\_ Involve responding to predictable situations with standardized responses

a. Open Skills

b. Closed Skills

c. Transferable Skills

d. Transforming Skills

e. Completion

28. \_\_\_\_\_\_\_\_ elements are particularly important for promoting near transfer, applying learned capabilities exactly to the work situation

a. Physical

b. Operational

c. Financial

d. Legal

e. Identical

29. Transfer is enhanced when the most important features, or general principles, are emphasized during training. (TRUE / FALSE)

30. It’s up to the \_\_\_\_\_\_\_\_\_ to assess the trainees and assemble a team with the necessary skills to accomplish the training effort.

a. HR

b. Trainer

c. Line Manager

d. Client

31. Meaningful material and coding schemes enhance storage and recall of training.

(TRUE / FALSE)

32. Learning depends on the learner’s cognitive processes, organizing the content in a mental representation, and relating the content to existing knowledge from long-term memory.

(TRUE / FALSE)

33. Teams must not only be built but also \_\_\_\_\_\_\_.

a. Sustained

b. Maintained

c. Controlled

d. Adjourned

34. Learning through repetition \_\_\_\_\_\_\_\_\_\_ .

a. Rehearsal

b. Elaboration

c. Monitoring

d. Organizing

e. Recall

35. Learners need practice involving direct experience. (TRUE / FALSE).

36. With \_\_\_\_\_\_\_\_\_\_ practice, individuals are given rest intervals within the practice session

a. Spaced

b. Massed

c. Continuous

d. Scheduled

e. All of the above

37. Practicing each component as soon as it is introduced in a training program.

* 1. Whole Practice
	2. Semi Practice
	3. Intermittent Practice
	4. Part Practice

38. “Influencing people so that they will strive willingly towards the achievement of group goals”.

a. Leadership

b. Manager

c. Management

d. Organizing

39. \_\_\_\_\_\_\_\_\_\_\_\_refers to a person’s attempt to control aspects of decision making and behavior.

a. Self-Learning

b. Self-Management

c. Scope of Work

d. Self-Awareness

40. Training industry is a \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ industry.

a. Consulting

b. Service

c. Deliverable

d. Project

e. Process

41. Formal training includes Lecture, Case Studies, Simulation. (TRUE / FALSE)

42. On the Job training includes \_\_\_\_\_

a. Coaching

b. Mentoring

c. Job Rotation

d. All of the above

43. Boondoggle is an unnecessary or wasteful project or activty.  (TRUE / FALSE)

44. Action Training/Organizational Development (OD) is \_\_\_\_\_\_\_\_

a. Field Analysis

b. Process Observation

c. Problem Diagnosis

d. All of the above

45. Non Formal Training \_\_\_\_\_\_\_\_\_\_\_\_

a. Support Groups

b. Professional Associations

c. Study Circles

d. Travel and site Visits

e. All of the above

46. Team Leader (Z) has proven to be the *most effective* in general.  (TRUE / FALSE)

47. Diversity often focuses on the differences and is referred to as "the mix.“.

(TRUE / FALSE)

48. The strategic use of outside resources to perform training activities traditionally handled by internal staff and resources.

a. Contracting

b. Insourcing

c. Outsourcing

d. Leasing

49. Diversity is what you have. Inclusion is what you do. (TRUE / FALSE)

50. \_\_\_\_\_\_\_\_alludes to the invisible barriers that prevents minorities and women from being promoted to top corporate positions.

a. Bureaucracy

b. Autocracy

c. Plutocracy

d. Glass Ceiling

51. Patterns of human behavior common to groups, includes thoughts, communications, languages, practices, beliefs, values, customs, courtesies, rituals, manners of interacting, roles, actions, relationships, and institutions

a. Culture

b. Tradition

c. Protocol

d. Agenda

52. The only time training scope decreases is when the budget is cut, and some of the originally planned activity and effort is put on hold. (TRUE / FALSE)

53. Cultural diversity in the workplace provides \_\_\_\_\_\_\_

a. Strength

b. Value

c. Opportunity

d. Mix of skills

e. All of the above

54. First exciting contact with new culture

a. Honeymoon Stage

b. Initial Confrontation Stage

c. Adjustment Stage

d. Recovery Stage

55. The business value of diversity lies in having our views \_\_\_\_\_\_\_

a. Challenged

b. Changed

c. Amended

d. Modified

56. Valuing Diversity comes by embracing the richness of differences. (TRUE / FALSE)

57. Resistance to valuing differences

a. Fear of Change

b. Lack of information and limited exposure to members of other groups

c. Discomfort with Differences

d. Desire for return to the “good old days

e. All of the above

58. A moral principle calling for the use of fair procedures to determine how to distribute outcomes to organizational members.

a. Distributive Justice

b. Procedural Justice

c. Interactional Justice

d. Informational Justice

59. Diverse employees can provide a wider range of creative ideas. (TRUE / FALSE)

60. A process by which an experienced member of an organization provides advice and guidance to an less experienced member and helps them learn how to advance in the organization and in their career.

a. Coaching

b. Guided Learning

c. Mentoring

d. Structured Walkthrough