

Part	sub/obj	Marks	Question	Answer Option 1	Answer Option 2	Answer Option 3	Answer Option 4	Correct Answer(A/B/C/D)	CO	Bloom's Taxonomy Level
A	obj	1	Training is most effective in resolving:	Skill gaps	Attitudinal problems	Poor motivation	Attendance issues	A	CO1	L1
A	obj	1	The term which describes long term training which includes a combination of both on-the-job and in-class training is:	Mentorship	Computer based training	Vestibule training	Apprenticeship	D	CO2	L3
A	obj	1	The phrase "transfer of training" refers to:	Moving training schedules around to accommodate production concerns	Freely sharing written training material with colleagues	Acquiring and evaluating skills during a training course	Implementing and maintaining new knowledge and skills back in the workplace	D	CO2	L3
A	obj	1	A key principle of adult learning suggests that adults:	Are keenly open to change	Tend to be problem centred	Do not need theoretical knowledge, just practical applications	Prefer a relaxing "lecture style" training delivery	B	CO2	L3
A	obj	1	The evolution of training activities has moved towards:	Specific on the job requirements using technology as the learning coach	Time and motion studies	Needs driven by productivity and efficiency concerns	Identifying opportunities to build intellectual capital	A	CO2	L2
A	obj	1	The concept of Classical Conditioning was given by	B F Skinner	Ivan Pavlov	Sigmund Freud	Peter Drucker	B	CO1	L1, L2
A	obj	1	The motivational component of self -efficacy:	Is when a person believes they can manipulate their environment and control their fate	Is when a person believes they can learn the knowledge and skills and do the job	Relates to the ability to use fine motor skills	None of these	B	CO2	L2
A	obj	1	The diagnostic process of needs assessment often starts with:	A job analysis	A gap analysis	A concern	An organizational audit	D	CO1	L1, L2
A	obj	1	Large scale training initiatives such as sexual harassment or health and safety training, are likely the result of needs analysis at:	The job analysis level	The organizational analysis level	The personnel analysis level	None of these	C	CO1	L1, L2
A	obj	1	When structuring training objectives, the trainer should:	Give trainees a clear understanding of what to expect	Isolate all learning objectives in a single learning domain	Encourage trainees to evaluate whether they can omit certain course objectives	All of these	A	CO1	L1, L2
A	obj	1	Which of the following matching pairs is correct?	Affective - heart; cognitive - head	Cognitive - heart; affective - head	Psychomotor - hand; affective - head	Psychomotor - head; affective – heart	A	CO1	L1, L2
A	obj	1	The cognitive domain hierarchy of learning starts with:	Knowledge	Receiving	Perception	Motivation	A	CO1	L1, L2
A	obj	1	The interaction style that refers to learners expecting the trainer to be primarily responsible for the learning that occurs is:	Collaboration	Dependence	Independence	Both B and C	B	CO1	L1, L2
A	obj	1	The following is (are) the benefit(s) of training.	Increased productivity	Reduced accidents	Reduced supervision	All of the above	D	CO2	L3

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A	obj	1	The following training aims to provide broad training to enable the trainee to take up a wide variety of tasks within his field of	Demonstration	On-the-job training	Apprenticeship	All of the above	C	CO2	L3
A	obj	1	The following method is used to give to trainees the important information in permanent form for immediate or future use	Lecture methods	Conference	Written instructional method	Training within the industry (TWI)	C	CO2	L3
A	obj	1	What should managers do to control performance in situations where output quantification is difficult?	Abandon attempts for a control system; control systems must have measures to work.	Develop some approximate measure; a poor measure is preferable to none at all.	Change the goals and tasks to allow for quantification of outputs.	Measure or assess behaviours rather than attempt quantitative assessments of output.	D	CO2	L3
A	obj	1	Training within the industry (TWI) scheme imparts training in	Job instructions	Job rotation	Job method	On job training	D	CO2	L3
A	obj	1	The following is not a on the job training method	Understudies	Job rotation	Management by objectives (MBO)	Case study method	D	CO2	L3
A	obj	1	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	dynamic homeostasis	reciprocal determinism	reverse interactionism	inverse influence	B	CO1	L1, L2
A	obj	1	According to the systematic training cycle which of the following is not defined as a stage in it.:	Evaluation	Assessing training needs	Planning the training	Job instruction on a one-to-one basis	D	CO1	L1, L2
A	obj	1	Which of the following is least relevant for Learning in any Training exercise?	Costly Equipment	Design & Implementation of Training	Motivation of trainees	Climate of Organization	A	CO1	L1, L2
A	obj	1	Which of the following is not true about training?	Training is independent activity and not related to Organizational Strategy.	Training is coherent whole with each program building on the learning from previous program	Training is developed and implemented in partnership with line managers.	Approach Training as a process and not just a program.	A	CO1	L1, L2
A	obj	1	What is a learning organization?	An organization which facilitates the learning of all its members and continuously transform itself.	An organization in which the managers are encouraged to develop	An organization which facilitates the learning of all its members in order to preserve the status quo	An organization which does a lot of training on an ad hoc basis	A	CO1	L1, L2
A	obj	1	Planned and associated with specific outcomes refers to learning that is:	That is imposed from above	Structured learning	Is theoretical in nature	Is text book learning	B	CO1	L1, L2
A	obj	1	What is explicit knowledge?	Involves factual knowledge about a task without having learned conditions of applicability	Learners go from knowing what into knowing how and when to apply knowledge	Learn skills irrespective of having knowledge or not	Knowing Procedure of assigned work	B	CO1	L1, L2

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A	obj	1	Which of the following is general increasing of knowledge for the purpose of using it in future life?	Training	Development	Education	Mentoring	C	CO1	L1, L2
A	obj	1	The stage in which the learning curve stops growing and stagnated:	Learning stage	Discouraging stage	Over learning period	Learning plateau stage	D	CO1	L1, L2
A	obj	1	Which of the following is not external environmental factor that influences the learning process?	Training strategies, methods and techniques	Trainer/training team	General learning environment in the program	Desire for personal growth and development	C	CO1	L1, L2
A	obj	1	Training needs analysis can take place at organizational, task, and person levels. Organizational training needs generally occur when:	There is some kind of barrier hindering the achievement of organisational aims and objectives which is best removed by training.	Information technology systems need upgrading.	Other competing organisations are conducting extensive training programmes.	Government provides additional funding.	A	CO2	L3
A	obj	1	Which of the following is not helpful of preparing Instructional design?	Development of training objectives	Creation of a plan of instruction that detail how and in what sequence training content should be delivered	The incorporation of learning principles into the design of training program to maximize chances of learning	Copy other organizations' design.	D	CO2	L3
A	obj	1	When the time is less, which techniques are recommended for TNA:	Interview	Work samples	Focus group discussion	Test	C	CO1	L1, L2
A	obj	1	Areas of improvement like knowledge, skills etc. are identified which needs improvement through:	Job analysis	Performance gap analysis	Monitoring	Training delivery	B	CO2	L3
A	obj	1	The systems model of training contains three phases: _____, training and Development, and evaluation	Preparation	Assessment	Introduction	Organizing	A	CO2	L3
A	obj	1	Evaluation of training model was developed by	Donald Kickmatrix	Donald Kirkpatrick	David Kirkpatrick	David Kickmatrix	B	CO3	L4, L5
A	obj	1	Evaluation helps determine the extent to which _____ have been achieved	efficiency	profit	training objectives	employee satisfaction	C	CO3	L4, L5
A	obj	1	If an employee moves from foreign country to its home country, the process should be called as _____ ?	Repatriation	Expatriation	Sensitivity	HCN (Host Country Nation)	A	CO4	L4
A	obj	1	If the organization recruits the transgenders as the HR of the company, which training would you advise to the existing employee?	Job rotation	Vestibule Training	Cultural Sensitivity	Gender Sensitivity	D	CO2	L2
A	obj	1	If the employee is charged with molestation, what action will you take to maintain the organizational dignity?	Termination	Counselling	Lay Off	Supervision	B	CO2	L2
A	obj	1	Which of the following is not one of the factor given by 'Hofstede' cultural dimensions model?	Masculine and feminism	Power distance	Individualism and collectivism	Certainty Index	D	CO4	L4