

## 219- Learning & Development

**1. How does learning influence employee behavior?**

- A. Learning is irrelevant to behavior
- B. Learning has no impact on behavior
- C. Learning shapes and influences behavior
- D. Behavior is innate and not affected by learning

**Answer: C. Learning shapes and influences behavior**

**2. What is Androgogy in the context of learning?**

- A. Learning through technology
- B. Learning in groups
- C. Learning in adults
- D. Learning through play

**Answer: C. Learning in adults**

**3. What are the types of learning mentioned in the context of HRD?**

- A. On-the-job and Off-the-job learning
- B. Classroom learning only
- C. Formal learning only
- D. Informal learning only

**Answer: A. On-the-job and Off-the-job learning**

**4. What is the role of learning styles in the context of HRD?**

- A. They have no impact on HRD
- B. They influence the effectiveness of HRD programs
- C. Learning styles are not considered in HRD
- D. Learning styles are irrelevant in adult learning

**Answer: B. They influence the effectiveness of HRD programs**

**5. What is the significance of implementing Learning/HRD needs?**

- A. Enhancing employee behavior
- B. Improving learning styles
- C. Addressing organizational needs
- D. Decreasing adult learning

**Answer: C. Addressing organizational needs**

**6. What is the first step in the Process of Training?**

- A. Designing Training Plan
- B. Identifying job competencies
- C. Assessing Training Needs
- D. Training for Performance

**Answer: C. Assessing Training Needs**

**7. What is the role of HRD and Training Specialist in the Training Process?**

- A. Identifying job competencies
- B. Budgeting of Training
- C. Conducting Training
- D. Assessing Training Needs

**Answer: D. Assessing Training Needs**

**8. What is the primary focus of Training for Performance?**

- A. Identifying job competencies
- B. Enhancing employee behavior
- C. Improving learning styles
- D. Aligning training with job requirements

**Answer: D. aligning training with job requirements**

**9. What are the steps in the Training Process?**

- A. Assessing, Budgeting, Designing
- B. Identifying, Assessing, Designing
- C. Designing, Conducting, Evaluating
- D. Budgeting, Conducting, Evaluating

**Answer: C. Designing, Conducting, Evaluating**

**10. What is the purpose of identifying job competencies in the training process?**

- A. Enhancing employee behavior
- B. Assessing training needs
- C. Designing training modules
- D. Improving learning styles

**Answer: B. Assessing training needs**

**11. What is the first step in Designing and Implementation of Training Plan?**

- A. Budgeting of Training
- B. Identifying Trainer and Trainee
- C. Setting Training Objectives
- D. Designing Module

**Answer: C. Setting Training Objectives**

**12. What is the focus of Competency-based training?**

- A. Learning styles
- B. Identifying job competencies
- C. On-the-job training
- D. Improving employee behavior

**Answer: B. Identifying job competencies**

**13. What is a method of training mentioned under "Methods of Training"?**

- A. Budgeting of Training
- B. On-the-job Training
- C. Designing Training Plan
- D. Identifying Trainer and Trainee

**Answer: B. On-the-job Training**

**14. What is the objective of budgeting in the Training Plan?**

- A. Enhancing employee behavior
- B. Controlling training costs
- C. Designing specific training programs
- D. Identifying job competencies

**Answer: B. Controlling training costs**

**15. What is the significance of Trainer and Trainee Identification?**

- A. Setting Training Objectives
- B. Assessing Training Needs
- C. Designing and Conducting Specific Training Programs
- D. Budgeting of Training

**Answer: C. Designing and Conducting Specific Training Programs**

**16. What is the Kirkpatrick Model of Evaluation primarily focused on?**

- A. Assessing Training Needs
- B. Identifying Trainer and Trainee
- C. Evaluating Training and Results
- D. Budgeting of Training

**Answer: C. Evaluating Training and Results**

17. What does CIRO stand for in the context of Training Program Evaluation?

- A. Cost, Impact, Results, Objectives
- B. Competency, Implementation, Results, Objectives
- C. Cost, Implementation, Results, Objectives
- D. Cost, Impact, Return on Investment, Objectives

**Answer: D. Cost, Impact, Return on Investment, Objectives**

**18. What is ROT in the context of Training Program Evaluation?**

- A. Return on Training
- B. Results of Training
- C. Return on Time
- D. Results of Time

**Answer: B. Results of Training**

**19. What is the purpose of Cost-Benefit analysis in Training Program Evaluation?**

- A. Identifying job competencies
- B. Enhancing employee behavior
- C. Assessing Training Needs
- D. Assessing the value of training against its cost

**Answer: D. assessing the value of training against its cost**

**20. What is evaluated under the concept of "Evaluating Training and Results"?**

- A. Identifying Trainer and Trainee
- B. Assessing Training Needs
- C. Learning and Performance

D. Designing Training Plan

**Answer: C. Learning and Performance**

21. What is the focus of "Train the Trainer" in Management Development?

A. Enhancing Trainer's Skills

B. Budgeting of Training

C. Identifying Trainer and Trainee

D. Designing and Conducting Specific Training Programs

**Answer: A. Enhancing Trainer's Skills**

**22. How does Training for Diversity contribute to Management Development?**

A. By Ignoring Diversity

B. By Enhancing Employee Behavior

C. By Adapting Training to Diverse Needs

D. By Eliminating Diversity in Training

**Answer: C. By Adapting Training to Diverse Needs**

**23. What role does Mentoring play in Management Development?**

A. Identifying Trainer and Trainee

B. Enhancing Trainer's Skills

C. Facilitating Career Growth and Learning

D. Designing Training Plan

**Answer: C. Facilitating Career Growth and Learning**

**24. What is the significance of Impact of Training on HRD?**

A. Assessing Training Needs

B. Aligning Training with HRD Goals

C. Identifying Trainer and Trainee

D. Improving learning styles

**Answer: B. Aligning Training with HRD Goals**

**25. What is a Training Practice mentioned in Management Development?**

A. Designing Training Plan

B. Assessing Training Needs

C. Budgeting of Training

D. Conducting Leadership Training

**Answer: D. Conducting Leadership Training**