



## M COM ENTRANCE

### HRM PRACTICE QUESTIONS

#### CH6 : TRAINING & DEVELOPMENT

1. **Statements:**

- (I) Employee development is more future oriented and more concerned with education than employee training.
  - (II) Apprenticeship programme is one of the widely used off-the-job training method.
- A** Both correct  
**B** Both incorrect  
**C** I correct, II incorrect  
**D** I incorrect, II correct

2. Which of the following relates to training workers?

- A** Job rotation  
**B** Induction  
**C** Vestibule  
**D** Task

3. In which method of training, job conditions are duplicated with equipments and machines which are identical with those used at the work place?

- A** On the job training  
**B** Apprenticeship training  
**C** Vestibule training  
**D** Internship training

4. On-the-job training does not include

- A** job rotation  
**B** planned progression  
**C** sensitivity training  
**D** temporary promotion

5. Which of the following are methods of on-the-job training ?

- (i) Coaching
- (ii) Vestibule training
- (iii) Demonstration
- (iv) Role-playing
- (v) Apprenticeship training

Select the right answer from the following codes :

- A** (i), (ii), (iii), (iv)  
**B** (i), (iii), (v)  
**C** (ii), (iii), (iv)  
**D** (i), (ii), (iii), (iv), (v)

6. Which of the following training methods exposes the newly recruited employee to the various business functions, divisions and departments ?
- A Orientation
  - B Vestibule Training
  - C Transition Analysis
  - D Role playing
7. The method of training in crafts, trades and technical areas is known as :
- A Vestibule training
  - B Coaching
  - C Mentoring
  - D Apprenticeship
8. Choose the correct code for the statements given below.
- Statement (I)** : T-group and sensitivity training are not the same
- Statement (II)** : T-group participants belong to a diverse groups and may not be familiar with each other
- Statement (III)** : T-group training sessions are well structured
- Codes :
- A Statement (I) and (II) are correct
  - B Only (II) and (III) statements are correct
  - C All the three statements are correct
  - D Only Statement (II) is correct
9. Choose the correct sequence of steps of training and development process :
- (a) Evaluation
  - (b) Validation
  - (c) Need analysis
  - (d) Instructional design
  - (e) Implementation
- Codes :
- A (d), (b), (a), (e) and (c)
  - B (c), (b), (d), (e) and (a)
  - C (a), (b), (c), (e) and (d)
  - D (c), (d), (b), (e) and (a)
10. From the following two statements of Assertion (A) and Reasoning (R) indicate the correct code :
- Assertion (A)**: Development in HRM is a short-term educational process with temporary intervention.
- Reasoning (R)**: It is a educational process utilizing a systematic and organized procedure for development of operative employees performance in current jobs.
- Code :
- A (A) is correct and (R) is correct explanation of (A).
  - B (A) is correct, but (R) is not correct explanation of (A).
  - C (A) is not correct, but (R) is correct.
  - D (A) and (R) both are not correct.
11. Bethel Maine of USA was the pioneer of which one of the following Laboratory training methods of employee training ?
- A Transactional Analysis

- B** Business Games
- C** Critical Incident Technique
- D** T-group

12. Given below are two statements, one labelled as Assertion (A) and the other labelled as Reason (R). Read the statements and choose the correct answer using the code given below.

**Assertion (A)** : Training aids in encouraging and achieving self-development and self-confidence.

**Reason (R)** : It helps a person handle stress, tension, frustration and conflict.

Code:

- A** Both (A) and (R) are correct and (R) is the right explanation of (A).
- B** Both (A) and (R) are correct and (R) is the not the right explanation of (A).
- C** (A) is correct but (R) is not correct.
- D** Both (A) and (R) are incorrect.

13. One of the following is a training provided to enhance decision making skills:

- A** On the job training
- B** Behavioural modelling
- C** Management games
- D** Action learning

14. On-the-job training methods are not based on

- A** Demonstration methods
- B** Interactive methods
- C** Vestibule Training methods
- D** Apprentice training method

15. Consider the following statements:

- (a) Sensitivity training was developed by Kurt Lewin
- (b) In-basket exercise is a simulated training method
- (c) Depth interview is also known as Directive Interview
- (d) Job evaluation is carried out for promoting job satisfaction

Which of the above statements are true?

- A** Only (a) and (c)
- B** Only (a) and (b)
- C** (a), (b) and (c)
- D** (b), (c) and (d)