



BRAINWARE UNIVERSITY

Term End Examination 2021 - 22
Programme – Bachelor of Business Administration
Course Name – Training and Development
Course Code - BBAD501H
(Semester V)

Time : 1 Hr.15 Min.

Full Marks : 60

[The figure in the margin indicates full marks.]

Group-A

(Multiple Choice Type Question)

1 x 60=60

Choose the correct alternative from the following :

- (1) Training occurs as a result of
 - a) instruction
 - b) education
 - c) developmen
 - d) All of these
- (2) The overall goal for training and development is
 - a) learning
 - b) earning
 - c) performing
 - d) surviving
- (3) The scope of HRM does NOT include
 - a) Employee relations
 - b) Employer's concern
 - c) Culture
 - d) None of these
- (4) Underlying model of the company's way of doing business is an issue of
 - a) Administration
 - b) Strategy
 - c) Employee relations
 - d) Change management
- (5) Choose which of the following is a benefit to the individual while receiving training?
 - a) Creates an appropriate climate for growth, c
ommunication
 - b) Aids in increasing productivity and/ or qualit
y of work
 - c) Satisfies a personal need of the trainer
 - d) None of these
- (6) The knowledge, skills, expertise of an organization is known as
 - a) Cultural diversity
 - b) Physical capital
 - c) Production capital
 - d) Human capital
- (7) _____ is a learning activity which directed towards future needs rather than p
resent needs.
 - a) Training
 - b) Development
 - c) Education
 - d) Instruction

- (8) Knowledge workers
- a) are known as codified knowledge that exists in a company
 - b) involved in their work and the strength of their commitment to their job is high
 - c) contribute to the company not through manual labour, but through what they know
 - d) adopt a new idea or behaviour
- (9) An essential component in training system is:
- a) Key result areas
 - b) Key performance indicators
 - c) Feedback system
 - d) None of these
- (10) A personnel plan requires forecast of
- a) personnel needs
 - b) supply of inside candidates
 - c) supply of outside candidates
 - d) all of these
- (11) The process by which the aptitudes, skills and abilities of employees to perform specific jobs are increased is termed as
- a) Training
 - b) Induction
 - c) Orientation
 - d) Performance appraisal
- (12) Personnel skills inventory keeps a record of
- a) Present human capital
 - b) Future human capital
 - c) HR programming
 - d) All of these
- (13) A training programme conducted outside the conventional locations with some real-life challenge associated to
- a) Outbound training
 - b) Off the job training
 - c) On the job training
 - d) All of these
- (14) Training scheduling involves:
- a) Time slots
 - b) Trainer names
 - c) Training topics
 - d) All of these
- (15) A training manager should be responsible for
- a) Training logistics management
 - b) Daily training operations
 - c) Recruitment of trainers
 - d) All of these
- (16) Training process along with behavioral modification of the employees leads to:
- a) Organisation development
 - b) Human resource development
 - c) Skill development
 - d) None of these
- (17) _____ are firms that are looked upon as 'head hunters', 'raiders' and 'pirates' by organizations which lose personnel through their efforts.
- a) Professional institutions
 - b) Labour unions
 - c) Recruiting firms
 - d) Employment agencies
- (18) _____ is application oriented.
- a) Education
 - b) Learning
 - c) Training
 - d) All of these
- (19) Rearrange the steps in training programme. A. What should be the level of training B. What principles of learning C. Who are the trainees? D. What methods and techniques? E. Where to conduct the programme? F. Who are the trainers?
- a) ABCDEF
 - b) ABCDEF
 - c) ABCDEF
 - d) ABCDEF
- (20) Training based on job descriptions should go into detail about
- a) How the organization functions
 - b) How the department functions

- c) How the industry performs
- (21) Which is NOT a purpose of training?
- a) Provide right human resource at right place
 - b) how the job is performed
 - c) Enhancing the company's ability to adopt and use advances in technology
 - d) Creating a pool of readily available and adequate replacements
- (22) _____ is the process of choosing from the pool of the prospective job candidates developed at the stage of recruitment.
- a) Selection
 - b) Development
 - c) Training
 - d) Induction
- (23) Training needs analysis aims to
- a) Identify the training objectives
 - b) Produce selection criteria
 - c) Establish the training resources required
 - d) All of these
- (24) The paid leave granted for employees to participate in a career development program:
- a) Sponsorship
 - b) Sabbatical
 - c) Educational loan
 - d) None of these
- (25) Which of the following is NOT a method of off the job training?
- a) Group Discussion
 - b) Job Instruction
 - c) Case Study
 - d) Role Play
- (26) An artificial work environment is made for trainees in _____ technique.
- a) Management Games
 - b) Simulation
 - c) Role play
 - d) Group discussion
- (27) Which of the following is a technique for "On the Job Training"?
- a) Job Instruction Technique
 - b) Sensitivity Training
 - c) Simulation Exercises
 - d) Transactional Analysis
- (28) Apprenticeship is the variant of
- a) Role play
 - b) Simulation
 - c) Internship
 - d) Case study
- (29) A real-life scenario is presented to the learners and asked to analyze the same in
- a) Case study analysis
 - b) Role play
 - c) Simulation
 - d) Succession
- (30) Coaching interface is
- a) One-to-one
 - b) One-to-many
 - c) Both One-to-one and One-to-many based on situations
 - d) None of these
- (31) Aptitude test measures
- a) Proficiency
 - b) Knowledge
 - c) Critical thinking ability
 - d) Behaviour
- (32) Ability test measures
- a) Skill
 - b) Knowledge
 - c) Proficiency
 - d) Behaviour
- (33) Demonstration type of training method is used to train
- a) Workers
 - b) Supervision
 - c) Managers
 - d) All of these
- (34) Which of the following is not a Cognitive Method of providing training?

- a) Lecture
c) Discussion
- (35) When a trainee is sent to an assistant to someone supervisory or executive positions, the training is called
a) Coaching
c) Understudy assignment
- (36) In multiple management program, junior and middle managerial personnel are allowed to _____ in the board room
a) Participate
c) Discuss
- (37) All are correct about mentoring EXCEPT
a) Conducted for management-level employees
c) It is one-to-one interaction
- (38) Training evaluation helps determine the extent to which _____ is achieved
a) efficiency
c) employee performance
- (39) Evaluation is
a) Reviewing
c) Adjusting
- (40) Which of the following is a technique of evaluation?
a) Longitudinal or time - series analysis
c) Inter - organisational validity
- (41) _____ is a career-oriented process.
a) Training
c) Recruitment
- (42) Which of these is a hindrance to effective training?
a) Career planning workshop
c) Mentoring
- (43) Who among the following develops evaluation for training program?
a) Donald Kickmatrix
c) Donald Kirkpatrick
- (44) The practice in which 'senior executives periodically review their top executives and those in the next-lower level to determine several backups for each senior or key position in the firm' is termed as
a) Performance appraisal
c) Management development
- (45) The elderly employees are often reluctant to participate in training programs. This happens as they:
a) Enjoy status quo
c) Are unable to contribute to organisation any more
- (46) When the focus of the evaluation is on facts and not on traits, it is known as _____ evaluation.
a) objective
- b) Coaching
d) Demonstration
- b) Mentoring
d) Multiple management
- b) Debate
d) Observe only
- b) Mentoring is done by someone outside of the company
d) Mentoring focus on attitude development
- b) employee satisfaction
d) training objectives
- b) Revising goals
d) All of these
- b) Transfer validity
d) None of these
- b) Development
d) Selection
- b) Aggregate spending on training is inadequate
d) Career counselling
- b) David Kickmatrix
d) David Kirkpatrick
- b) Succession planning
d) Training
- b) Enjoy trade union membership
d) None of these
- b) subjective

- (47) Which of the following is NOT an evaluation design
- a) Pretest only
 - b) Pretest/Post Test
 - c) Pretest/Post-test with Comparison Group
 - d) Post-Test only
 - c) Solomon for group technique is
- (48) Training method
- a) Training method
 - b) Training evaluation method
 - c) Training design method
 - d) All of these
- (49) Which of the following is NOT a benefit of technology?
- a) Employees can gain control over when and where they receive training.
 - b) Employees can access knowledge and expert systems on an as-needed basis
 - c) Employees cannot choose the type of media
 - d) the learning environment can look, feel, and sound just like the work environment
- (50) _____ is a training method which puts the participant in a 3-D environment.
- a) Programmed Instructions
 - b) Intelligent Tutorial System
 - c) Virtual Reality
 - d) All
- (51) An electronic room or message board on which learners communicate is known as
- a) RSS Feeds
 - b) Social Media
 - c) Shared Space
 - d) Chat Rooms and Discussion Boards
- (52) When instruction and delivery of training by computer through the Internet or the web is called
- a) Computer-based training (CBT),
 - b) online learning,
 - c) e-learning
 - d) all of these
- (53) Which is NOT the advantage of online learning
- a) Training can be delivered to geographically dispersed employees
 - b) Practice, feedback, objectives, assessment, and other positive features of a learning environment can be built into the program
 - c) It cannot link learners to other content, experts, and peers
 - d) Training can be delivered faster and to more employees
- (54) Directly translating an instructor-led, face-to-face training program to an online format is called
- a) Repurposing
 - b) Prototyping
 - c) Regenerating
 - d) Reproducing
- (55) Learner can control _____ in online learning.
- a) Time
 - b) Space
 - c) Both Time and Space
 - d) No one of these
- (56) _____ refers to learning that is designed to enrol large number of learners it is free and accessible to anyone with an internet connection and it has specific start and completion dates, quizzes and assessment, and exams.
- a) MOL
 - b) NPTEL
 - c) MOOCS
 - d) OCC
- (57) When learning method combines online learning, face-to-face instruction, and other methods for distributing learning content and instruction, it is called
- a) Blended learning
 - b) Strategic learning
 - c) Mixed Method learning
 - d) Simulated learning
- (58) _____ refers computer depictions of humans that are used as imaginary coaches, co-workers, customers, and instructors

- a) Serious games
 - b) Virtual reality
 - c) Avatar
 - d) All of these
- (59) Training that customizes or adapts the content presented to the trainee based on their learning style, ability, personality, or performance is called
- a) Blended learning
 - b) MOOCs
 - c) Direct learning
 - d) Adaptive learning
- (60) Expert System is a
- a) system of expertise
 - b) training support technology
 - c) Group of expertise
 - d) All of these