

Week 5 - Exam

Started: Jul 24 at 7:12pm

Quiz Instructions

Exam

[WLOs: 1, 2, 3, 4] [CLOs: 1, 2, 3, 4, 5, 6]

Prior to completing this exam, review Chapters 1 through 8 of the textbook. This exam assesses your knowledge of effective training methods, strategies, and processes. Prior to taking this quiz, review the assigned readings and chapters for the course.

This exam contains 13 questions including multiple choice and short answer essays and is worth 8% of your course grade. You will have 120 minutes to complete the quiz and it must be taken in one sitting. You will have one attempt to take this exam.

Question 1

1 pts

A "Learning Management System" for e-training

- ☐ Is primarily used for Internet access to training.
- ☐ Performs training-related administrative functions.
- ☐ Is a form of programmed instruction.
- ☐ Is necessary for all e-training systems.

Question 2

1 pts

Which of the following sources is an input to the analysis process?

- ☐ An organization's strategy, goals and objectives.
- ☐ The training provided by the organization.
- ☐ The people that make up the organization.

- ☐ The external environment

Question 3**1 pts**

In the training model, a triggering event is

- ☐ an organization performance gap
- ☐ a signal that training has been successful
- ☐ a type of behavioral-based evaluation
- ☐ input into the development phase of training
- ☐ None of the above

Question 4**1 pts**

A basic premise in Social Learning Theory is

- ☐ Events can be learned without being processed.
- ☐ A person can learn merely through observation.
- ☐ A person can only learn by behaving in some way.
- ☐ Consequences of behavior do not influence learning.

Question 5**1 pts**

_____ involves looking at all the influences that could affect employee performance in the organization and determining their fit within organizational goals and objectives.

- ☐ Personnel analysis
- ☐ Organizational analysis
- ☐ Goals analysis
- ☐ Operational analysis
- ☐ Performance analysis

Question 6**1 pts**

What are the outcome levels of evaluation identified in the text?

- ☐ Utility, value, and evaluative
- ☐ Reaction, learning, behavior, and organizational results
- ☐ Cost benefit and cost effectiveness
- ☐ Proactive and reactive

Question 7**1 pts**

Organizational analysis should focus on

- ☐ Mission and capital resources.
- ☐ Job analysis.
- ☐ Human resources and organizational environment.
- ☐ Both A & C.
- ☐ All of the above.

Question 8**1 pts**

Which of the following statements regarding OJT trainers is true?

- ☐ OJT trainers do not need to understand training how to train, just how to do the job effectively.
- ☐ OJT trainers must be the most competent and highest performers.
- ☐ OJT trainers must be motivated to be trainers.
- ☐ OJT trainers must be currently doing the job to be effective.

Question 9**1 pts**

In response to a TNA, the decision is to “change the job.” This means

- ☐ Rewards are not tied to high performance.
- ☐ There is a KSA deficiency but training is not the most effective solution.
- ☐ Feedback is not occurring in the present setup.
- ☐ There are too many obstacles in the system the way the job is currently set up.

Question 10**1 pts**

All aspects of the training program come together in the

- ☐ Evaluation phase.
- ☐ Analysis phase.
- ☐ Development phase.
- ☐ Implementation phase.

☐ Design phase.

Question 11

1 pts

Briefly discuss the reasons and counter-reasons for not evaluating training programs.

p



0 words



Question 12

1 pts

Succession planning for top executives is very time consuming and expensive to initiate, so many organizations do not have one in place. Also, it is suggested that all the time preparing excellent candidates only results in them leaving the organization if they are not selected for the promotion, which means you helped groom an

executive for your competition. Explain why, even given the above, it is a good idea to have such a program in place.

p



0 words



Question 13

2 pts

Describe how the model of training processes serves as a problem solving tool. Include a brief explanation of each of the five phases.

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