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## Training & Development - MCQs with answers

**1. \_\_\_\_\_ refers to the learning opportunities designed to help employees grow.**

- a. Training
- b. Development
- c. Education
- d. All of the above

**2. How does training and development offer competitive advantage to an organisation?**

- a. Removing performance deficiencies
- b. Deficiency is caused by a lack of ability
- c. Individuals have the aptitude and motivation to learn
- d. None of the above

**3. Which of the following is a benefit of employee training?**

- a. Improves morale
- b. Helps people identify with organisational goals
- c. Provides a good climate for learning, growth and co - ordination
- d. None of the above

**4. Choose which of the following is a benefit to the individual while receiving training?**

- a. Creates an appropriate climate for growth, communication
- b. Aids in increasing productivity and/ or quality of work
- c. Satisfies a personal needs of the trainer
- d. None of the above

**5. Which of this is a step in training process?**

- a. KSA deficiency
- b. Provide proper feedback
- c. Obstacles in the system
- d. Use of evaluation models

**6. Which of the following is a method used in group or organisational training needs assessment?**

- a. Consideration of current and projected changes
- b. Rating scales
- c. Interviews
- d. Questionnaires

**7. \_\_\_\_\_ seeks to examine the goals of the organisation and the trends that are likely to affect these goals.**

- a. Organisational Support
- b. Organisational analysis
- c. Person analysis
- d. Key skill abilities analysis

**8. Which of these is the benefit of needs assessment?**

- a. Assessment makes training department more accountable
- b. Higher training costs
- c. Loss of business
- d. Increased overtime working

**9. 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. DECAFB
- c. CADFBE
- d. CFDABE

**10. Which of these is an off - the - job training method?**

- a. Television
- b. Job rotation
- c. Orientation training
- d. Coaching

**11. State true or false.**

i. Vestibule training utilises equipment which closely resemble the actual ones used on the job.

- a. True
- b. False

**12. Match the following techniques of training with their correct description.**

1. Tag Teams ----- A. Games to get team members know each other

2. Outward - bound training ----- B. Games to test ability to plan ahead

3. Mirroring ----- C. Training with an external perspective

4. Strategic planners ----- D. Adventure sports for teams

5. Ice breakers ----- E. one role played alternately by two participants

- a. 1-E,2-D,3-C,4-B,5-A
- b. 1-A,2-D,3-E,4-C,5-B
- c. 1-D,2-A,3-C,4-E,5-B
- d. 1-C,2-D,3-B,4-A,5-E

**13. Which of the following is a learning principle?**

- a. Recognition of individual differences
- b. Schedules of learning
- c. Transfer of learning
- d. All of the above

**14. Which of the following is a technique of evaluation?**

- a. Longitudinal or time - series analysis
- b. Transfer validity
- c. Inter - organisational validity
- d. None of the above

**15. Which of these is a hindrance to effective training?**

- a. Career planning workshop
- b. Aggregate spending on training is inadequate
- c. Mentoring
- d. Career counselling