

National Testing Agency

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HRD Systems and Strategies

Group Number :	1
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HRD Systems and Strategies-1

Section Id :	603489367
Section Number :	1
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Number of Questions :	50
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Section Marks :	100
Enable Mark as Answered Mark for Review and Clear Response :	Yes
Sub-Section Number :	1
Sub-Section Id :	603489683
Question Shuffling Allowed :	Yes

Question Number : 1 Question Id : 60348917906 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No

Correct Marks : 2 Wrong Marks : 0

Continuing the development of employee skills after hiring them helps to: _____

1. Retain them
2. Motivate them
3. Retain and Motivate them
4. None of the above

Options :

60348967437. 1

60348967438. 2

60348967439. 3

60348967440. 4

Question Number : 2 Question Id : 60348917907 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No

Correct Marks : 2 Wrong Marks : 0

The role of HRD activities begins when an employee joins an organization and continue throughout his or her _____

1. Maturity
2. Rotation
3. Motivation
4. Career

Options :

60348967441. 1

60348967442. 2

60348967443. 3

60348967444. 4

Question Number : 3 Question Id : 60348917908 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No

Correct Marks : 2 Wrong Marks : 0

Dave Ulrich presented a framework of roles of HR Managers in _____

1. 1987

2. 1977

3. 1997

4. 1957

Options :

60348967445. 1

60348967446. 2

60348967447. 3

60348967448. 4

Question Number : 4 Question Id : 60348917909 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No

Correct Marks : 2 Wrong Marks : 0

____ view stresses upon firms ability to integrate, build and reconfigure internal and external competencies to address rapidly changing environment

1. Dynamic Capability View

2. Department Capability view

3. Resource-based Capability view

4. Trained Capability View

Options :

60348967449. 1

60348967450. 2

60348967451. 3

60348967452. 4

Question Number : 5 Question Id : 60348917910 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No

Correct Marks : 2 Wrong Marks : 0

___ aims at enhancing resource capability with a belief that human capital in an organisation is a major source of competitive advantage

1. Human Resource Development
2. Human Resource Management
3. Strategic HRD
4. Best Practices

Options :

60348967453. 1

60348967454. 2

60348967455. 3

60348967456. 4

Question Number : 6 Question Id : 60348917911 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No

Correct Marks : 2 Wrong Marks : 0

___ is an employee in an organisation and not an outside consultant.

1. HRD manager
2. Manager
3. HRD Professional
4. HR Personnel

Options :

60348967457. 1

60348967458. 2

60348967459. 3

60348967460. 4

Question Number : 7 Question Id : 60348917912 Question Type : MCQ Option Shuffling : No Is

Question Mandatory : No

Correct Marks : 2 Wrong Marks : 0

___ consults strategic decision makers on HRD issues that directly affect the articulation of organisation strategies and performance goals.

1. Change agent
2. Consultant
3. Developer
4. Strategic advisor

Options :

60348967461. 1

60348967462. 2

60348967463. 3

60348967464. 4

Question Number : 8 Question Id : 60348917913 Question Type : MCQ Option Shuffling : No Is

Question Mandatory : No

Correct Marks : 2 Wrong Marks : 0

_____ are usually the consultants who participate in full or partial cycle of HRD activities.

1. Managers
2. HRD managers
3. HRD Professionals
4. Consultants

Options :

60348967465. 1

60348967466. 2

60348967467. 3

60348967468. 4

Question Number : 9 Question Id : 60348917914 Question Type : MCQ Option Shuffling : No Is

Question Mandatory : No

Correct Marks : 2 Wrong Marks : 0

Addressing various issues and scandals in an organisation comes under the head of _____

1. Consulting
2. Ethical dilemma
3. Government actions
4. All of the above

Options :

60348967469. 1

60348967470. 2

60348967471. 3

60348967472. 4

Question Number : 10 Question Id : 60348917915 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 2 Wrong Marks : 0

The process of continuous learning process throughout the career in order to meet future challenges is ___

1. Training
2. Development
3. Lifelong learning
4. Ongoing investment

Options :

60348967473. 1

60348967474. 2

60348967475. 3

60348967476. 4

Question Number : 11 Question Id : 60348917916 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 2 Wrong Marks : 0

According to Pareek, HRD process is not value _____

1. Driven
2. Oriented
3. Creating
4. Free

Options :

60348967477. 1

60348967478. 2

60348967479. 3

60348967480. 4

Question Number : 12 Question Id : 60348917917 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 2 Wrong Marks : 0

One of the following is NOT an acknowledged HRD subsystem:

1. Career management system
2. Retention system
3. Development system
4. Culture system

Options :

60348967481. 1

60348967482. 2

60348967483. 3

60348967484. 4

Question Number : 13 Question Id : 60348917918 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 2 Wrong Marks : 0

The HRD Process as agreed by most experts has _____steps:

1. One
2. Two
3. Three
4. Four

Options :

60348967485. 1

60348967486. 2

60348967487. 3

60348967488. 4

Question Number : 14 Question Id : 60348917919 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 2 Wrong Marks : 0

Analytic needs identify new and better ways to _____

1. Identify the preferred training option
2. Perform a task
3. Isolate factors underlying performance issues
4. Analysis of trainee personality

Options :

60348967489. 1

60348967490. 2

60348967491. 3

60348967492. 4

Question Number : 15 Question Id : 60348917920 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 2 Wrong Marks : 0

_____ is a process of seeking agreement of the key stakeholders.

1. Problem solving
2. Careful discussion
3. Consensus Building
4. Brainstorming

Options :

60348967493. 1

60348967494. 2

60348967495. 3

60348967496. 4

Question Number : 16 Question Id : 60348917921 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 2 Wrong Marks : 0

The _____ should be composed of members from a cross-section of the organisation.

1. Advisory Committee
2. HRD Committee
3. Dispute Resolution committee
4. Management Team

Options :

60348967497. 1

60348967498. 2

60348967499. 3

60348967500. 4

Question Number : 17 Question Id : 60348917922 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 2 Wrong Marks : 0

In practice, the process of finalizing the training budget is often _____

1. Normative
2. Deductive
3. Iterative
4. Inductive

Options :

60348967501. 1

60348967502. 2

60348967503. 3

60348967504. 4

Question Number : 18 Question Id : 60348917923 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 2 Wrong Marks : 0

_____ criticized by naming it a ends-ways-means approach to strategy planning.

1. Robert Hayes
2. Henry Fayol
3. Jackson & Schuler
4. McClelland

Options :

60348967505. 1

60348967506. 2

60348967507. 3

60348967508. 4

Question Number : 19 Question Id : 60348917924 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 2 Wrong Marks : 0

CST stands for ____

1. Creation of Systems Test
2. Competency Systems Team
3. Competency Systems Training
4. Competency Signal Team

Options :

60348967509. 1

60348967510. 2

60348967511. 3

60348967512. 4

Question Number : 20 Question Id : 60348917925 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 2 Wrong Marks : 0

____ is related to the idea of competence - a concept related to skills and ability.

1. Competency
2. Competence
3. Knowledge
4. A competent Person

Options :

60348967513. 1

60348967514. 2

60348967515. 3

60348967516. 4

Question Number : 21 Question Id : 60348917926 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 2 Wrong Marks : 0

The chances of success are _____ if the organization identifies the HRD objectives first, before deciding whether to design or purchase the program, rather than after.

1. Smaller
2. Greater
3. Same
4. Unexpected

Options :

60348967517. 1

60348967518. 2

60348967519. 3

60348967520. 4

**Question Number : 22 Question Id : 60348917927 Question Type : MCQ Option Shuffling : No
Is Question Mandatory : No**

Correct Marks : 2 Wrong Marks : 0

Methods such as ____ training require a fairly high level of literacy.

1. Videotape
2. Classroom
3. Computer-based
4. On the job

Options :

60348967521. 1

60348967522. 2

60348967523. 3

60348967524. 4

**Question Number : 23 Question Id : 60348917928 Question Type : MCQ Option Shuffling : No
Is Question Mandatory : No**

Correct Marks : 2 Wrong Marks : 0

Knowledge of results or feedback, provides the following information regarding the adequacy of one's performance:

1. Inductive
2. Deductive
3. Objective
4. Subjective

Options :

60348967525. 1

60348967526. 2

60348967527. 3

60348967528. 4

Question Number : 24 Question Id : 60348917929 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 2 Wrong Marks : 0

The effectiveness of feedback also seems to depend on _____

1. Who provides it
2. Why it is provided
3. How it is provided
4. Where it is provided

Options :

60348967529. 1

60348967530. 2

60348967531. 3

60348967532. 4

Question Number : 25 Question Id : 60348917930 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 2 Wrong Marks : 0

_____ is not among the disciplines of learning organizations:

1. Mental models
2. Collecting feedback
3. Building shared vision
4. Team learning

Options :

60348967533. 1

60348967534. 2

60348967535. 3

60348967536. 4

Question Number : 26 Question Id : 60348917931 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 2 Wrong Marks : 0

One of the following is NOT a subsystem of a learning organization:

1. Quality
2. Organization
3. Knowledge
4. Technology

Options :

60348967537. 1

60348967538. 2

60348967539. 3

60348967540. 4

Question Number : 27 Question Id : 60348917932 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 2 Wrong Marks : 0

An important driving force behind most of the changes seen in the past 200 years has been _____

1. New era
2. New politics
3. New Economics
4. New technologies

Options :

60348967541. 1

60348967542. 2

60348967543. 3

60348967544. 4

Question Number : 28 Question Id : 60348917933 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 2 Wrong Marks : 0

Occupational and employee concerns normally begin to gain traction during which phase of change process?

1. Planning
2. Organizing
3. Implementation
4. Follow up

Options :

60348967545. 1

60348967546. 2

60348967547. 3

60348967548. 4

Question Number : 29 Question Id : 60348917934 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 2 Wrong Marks : 0

The trainer's roadmap of what trainees need to learn and how it will be achieved effectively during the class time is known as: _____

1. Learning material
2. Teaching material
3. Game Plan
4. Session Plan

Options :

60348967549. 1

60348967550. 2

60348967551. 3

60348967552. 4

**Question Number : 30 Question Id : 60348917935 Question Type : MCQ Option Shuffling : No
Is Question Mandatory : No**

Correct Marks : 2 Wrong Marks : 0

HRD managers and the experts should prepare the lesson plan:

1. Collaboratively
2. Exclusively
3. Independently
4. Separately

Options :

60348967553. 1

60348967554. 2

60348967555. 3

60348967556. 4

**Question Number : 31 Question Id : 60348917936 Question Type : MCQ Option Shuffling : No
Is Question Mandatory : No**

Correct Marks : 2 Wrong Marks : 0

Experiential exercises can be selected from a list or: _____

1. Conducted
2. Developed
3. Used
4. Suspended

Options :

60348967557. 1

60348967558. 2

60348967559. 3

60348967560. 4

Question Number : 32 Question Id : 60348917937 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 2 Wrong Marks : 0

The basic skills or knowledge the learner needs to get started on a training program is usually called: _____

1. Learning pyramid
2. Learning preference
3. Learning style
4. Learning prerequisite

Options :

60348967561. 1

60348967562. 2

60348967563. 3

60348967564. 4

Question Number : 33 Question Id : 60348917938 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 2 Wrong Marks : 0

Experiential methods work better with what size of groups of learners?

1. Small
2. Large
3. Any size
4. Can not say

Options :

60348967565. 1

60348967566. 2

60348967567. 3

60348967568. 4

Question Number : 34 Question Id : 60348917939 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 2 Wrong Marks : 0

One of the following is NOT a technique used in the classroom method of training:

1. Discussion
2. Site Visit
3. Audio visual media
4. Experiential techniques

Options :

60348967569. 1

60348967570. 2

60348967571. 3

60348967572. 4

Question Number : 35 Question Id : 60348917940 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 2 Wrong Marks : 0

Advanced forms of Computer Based Training cannot _____

1. Analyze the pattern of a student's responses and errors
2. Draw conclusions
3. Select a trainer
4. Tailor the lesson the learner receives accordingly

Options :

60348967573. 1

60348967574. 2

60348967575. 3

60348967576. 4

Question Number : 36 Question Id : 60348917941 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 2 Wrong Marks : 0

Effective management of conflict, more cohesive team dynamics, and improved team morale are among the advantages of:_____

1. Classroom training
2. Outdoor training
3. In basket exercise
4. Self paced training

Options :

60348967577. 1

60348967578. 2

60348967579. 3

60348967580. 4

Question Number : 37 Question Id : 60348917942 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 2 Wrong Marks : 0

The designer or designing team should be clear about the following except _____

1. Target group
2. Aims of the trade unions
3. Learning outcomes
4. Piloting and testing and evaluation

Options :

60348967581. 1

60348967582. 2

60348967583. 3

60348967584. 4

Question Number : 38 Question Id : 60348917943 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 2 Wrong Marks : 0

Training programs of the following kinds fail to bring sustained benefit to the organization except _____

1. One off
2. Sporadic
3. Haphazard
4. Unique

Options :

60348967585. 1

60348967586. 2

60348967587. 3

60348967588. 4

Question Number : 39 Question Id : 60348917944 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 2 Wrong Marks : 0

When the HRD activities are carried on without the HRD strategy in alignment with business strategy, following except 'one' are the outcomes:

1. Employees become blindly compliant with the organization's rules and procedures
2. Employees form unions
3. Employees support, rather than challenging the status quo
4. Knowledge stagnation prevails rather than knowledge generation

Options :

60348967589. 1

60348967590. 2

60348967591. 3

60348967592. 4

Question Number : 40 Question Id : 60348917945 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 2 Wrong Marks : 0

Performance management, being a continuous process, does not include one of the following about performance:

1. Identifying
2. Measuring
3. Refusing
4. Developing

Options :

60348967593. 1

60348967594. 2

60348967595. 3

60348967596. 4

Question Number : 41 Question Id : 60348917946 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 2 Wrong Marks : 0

In terms of rating, conventional performance appraisal process spans: _____

1. 90 degree
2. 180 degree
3. 270 degree
4. 360 degree

Options :

60348967597. 1

60348967598. 2

60348967599. 3

60348967600. 4

Question Number : 42 Question Id : 60348917947 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 2 Wrong Marks : 0

The following step determines the readiness of the target group to accept the change: _____

1. Diagnosing the environment
2. Developing an action plan
3. Scheduling a supervisory meeting
4. Discussing the labor contract

Options :

60348967601. 1

60348967602. 2

60348967603. 3

60348967604. 4

Question Number : 43 Question Id : 60348917948 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 2 Wrong Marks : 0

A quality circle is a group of employees, who meet regularly to discuss ways of: _____

1. Improving sales
2. Improving production
3. Improving wages
4. Improving sanitation

Options :

60348967605. 1

60348967606. 2

60348967607. 3

60348967608. 4

**Question Number : 44 Question Id : 60348917949 Question Type : MCQ Option Shuffling : No
Is Question Mandatory : No**

Correct Marks : 2 Wrong Marks : 0

Finding ways to perform effective evaluation serves all parties except: _____

1. The organization
2. The trainer or HRD professional
3. The trainees
4. The unions

Options :

60348967609. 1

60348967610. 2

60348967611. 3

60348967612. 4

**Question Number : 45 Question Id : 60348917950 Question Type : MCQ Option Shuffling : No
Is Question Mandatory : No**

Correct Marks : 2 Wrong Marks : 0

Cost-effectiveness analysis focuses on the following from the training:

1. Organizational Improvements
2. Financial benefits
3. Industrial improvements
4. Social Benefit

Options :

60348967613. 1

60348967614. 2

60348967615. 3

60348967616. 4

Question Number : 46 Question Id : 60348917951 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 2 Wrong Marks : 0

One of the following is NOT a part of Robinson and Robinson's framework of training costs:

1. Direct costs
2. Indirect costs
3. Variable costs
4. Overhead costs

Options :

60348967617. 1

60348967618. 2

60348967619. 3

60348967620. 4

Question Number : 47 Question Id : 60348917952 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 2 Wrong Marks : 0

One of the following is NOT an indirect cost of a training program:

1. Costs of clerical support
2. Costs of administrative support
3. Costs of trainer
4. Costs of marketing the program

Options :

60348967621. 1

60348967622. 2

60348967623. 3

60348967624. 4

Question Number : 48 Question Id : 60348917953 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 2 Wrong Marks : 0

Most HRD managers would use these in order to interpret the results of participant feedback:

1. Lucky draw
2. Previous trend
3. Projections
4. Benchmarks

Options :

60348967625. 1

60348967626. 2

60348967627. 3

60348967628. 4

Question Number : 49 Question Id : 60348917954 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 2 Wrong Marks : 0

In case of Type D training, the focus is upon individual deficiencies that are:_____

1. Job related
2. Person related
3. Context related
4. Unrelated

Options :

60348967629. 1

60348967630. 2

60348967631. 3

60348967632. 4

Question Number : 50 Question Id : 60348917955 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 2 Wrong Marks : 0

According to Becker, more advisable for firms is the investment in training which is:_____

1. Paid, and not self-financed
2. General, and not specific
3. Self-financed, and not paid
4. Specific, and not general

Options :

60348967633. 1

60348967634. 2

60348967635. 3

60348967636. 4