

## Unit 3 - Week 1

### Course outline

#### How to access the portal

#### Week 0 Assignment 0

#### Week 1

Lecture 1: Introduction to HRD

Lecture 2: Introduction to HRD (Contd.)

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Week 1 PPT

Quiz : Assignment 1

Feedback for week 1

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#### Assignment Solution

## Assignment 1

The due date for submitting this assignment has passed.  
As per our records you have not submitted this assignment.

**Due on 2019-08-14, 23:59 IST.**

1) Which of the following is an importance of HRD for organisation?

1 point

- a. It enables an organization to understand the role of mentoring, coaching and counselling
- b. It helps in generating new jobs in company
- c. It is associated with production department to increase annual profit of organisation
- d. It operates in technology-task fit approach to develop employees

No, the answer is incorrect.  
Score: 0

Accepted Answers:

a. *It enables an organization to understand the role of mentoring, coaching and counselling*

1 point

2) Which of the following is TRUE for andragogy?

- a. The first step in learning is to identify needs
- b. Learning occurs through two perspective -individual and goals
- c. It involves competency based training
- d. Learning outcomes are intrinsic in nature

No, the answer is incorrect.  
Score: 0

Accepted Answers:

b. *Learning occurs through two perspective -individual and goals*

1 point

3) Which of the following is a role of HRD professional as facilitator?

- a. To establish training evaluation criteria
- b. To follow HRD practices
- c. To meet business needs through learning
- d. To select appropriate instructional methods and techniques

No, the answer is incorrect.  
Score: 0

Accepted Answers:

d. *To select appropriate instructional methods and techniques*

1 point

4) Which of the following is a step in implementation phase as per HRD process model?

- a. Scheduling the program
- b. Delivering HRD intervention
- c. Interpreting training results
- d. Developing lesson plan

No, the answer is incorrect.  
Score: 0

Accepted Answers:

b. *Delivering HRD intervention*

1 point

5) Which of the following can pose as a threat to the internal HR talent over a period of time?

1 point

- a. Climate change
- b. HR Outsourcing
- c. Low commitment of supervisor
- d. Performance appraisal

No, the answer is incorrect.  
Score: 0

Accepted Answers:

b. *HR Outsourcing*

1 point

6) Which of the following means enhancing individual performance through learning?

1 point

- a. Career development
- b. Whole system learning
- c. Performance based learning
- d. Mentoring

No, the answer is incorrect.  
Score: 0

Accepted Answers:

c. *Performance based learning*

1 point

7) Which of the following is a context of HRD in Indian organisation?

1 point

- a. Developing workforce capable of taking challenges thrown by new economic environment
- b. To focus on training and appraisal
- c. To extend HRD towards societal level
- d. To construct training schools for factory workers

No, the answer is incorrect.  
Score: 0

Accepted Answers:

a. *Developing workforce capable of taking challenges thrown by new economic environment*

1 point

8) Which of the following is a core belief of HRD?

1 point

- a. Adopting HRD practice according to various costs, resources and expertise involved
- b. Organisation focuses to change workforce demography
- c. Organisation relies on human expertise to establish and achieve their goals
- d. HRD is career planning, management and development

No, the answer is incorrect.  
Score: 0

Accepted Answers:

c. *Organisation relies on human expertise to establish and achieve their goals*

1 point

9) Who among the following is a front-line participant in HRD?

1 point

- a. Supervisor
- b. IT specialist
- c. Shareholder
- d. Manager

No, the answer is incorrect.  
Score: 0

Accepted Answers:

a. *Supervisor*

1 point

10) Which of the following is a personal competencies needed by all HRD professionals?

1 point

- a. Modeling group discussion
- b. Providing coaching
- c. Demonstrating adaptability
- d. Providing on the job training

No, the answer is incorrect.  
Score: 0

Accepted Answers:

c. *Demonstrating adaptability*

1 point

11) Which of the following is **NOT** a function of HRD professional as strategic advisor?

1 point

- a. Consult with corporate strategic thinker
- b. Designing HR program
- c. Integrate HRD with organisation goal
- d. Develop strategic planning training program

No, the answer is incorrect.  
Score: 0

Accepted Answers:

b. *Designing HR program*

1 point

12) Who among the following develops change report ?

1 point

- a. Instructor
- b. Learning program specialist
- c. Work team
- d. HRD professional as change agent

No, the answer is incorrect.  
Score: 0

Accepted Answers:

d. *HRD professional as change agent*

1 point

13) Which of the following is the performance need according to organizational perspective of HRD?

1 point

- a. Organization, work process, individual level
- b. Goal, design, management
- c. System, structure, process
- d. Institutional growth, societal growth, individual growth

No, the answer is incorrect.  
Score: 0

Accepted Answers:

b. *Goal, design, management*

1 point

14) Which of the following is concerned with management of people working in organisation?

1 point

- a. Human resource management
- b. Employee engagement
- c. Human resource development
- d. Human resource planning

No, the answer is incorrect.  
Score: 0

Accepted Answers:

a. *Human resource management*

1 point

15) Which of the following is **NOT** a role of HRD at micro level?

1 point

- a. Help organisation foster dynamic capabilities
- b. Enhancing individual self-confidence and potential
- c. Leverage knowledge and skill of employees
- d. Foster learning and development across society

No, the answer is incorrect.  
Score: 0

Accepted Answers:

d. *Foster learning and development across society*