



Unit 5 - Week 3

Course outline

How to access the portal

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Week 1

Week 2

Week 3

 Lecture 11: HRD Process - I

 Lecture 12: HRD Process - I (Contd.)

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 Lecture 15: HRD Process - I (Contd.)

 Week 3 PPT

 Quiz : Assignment 3

 Feedback for week 3

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Assignment Solution

Assignment 3

The due date for submitting this assignment has passed.

Due on 2019-08-21, 23:59 IST.

As per our records you have not submitted this assignment.

1) Which of the following is a series of analytical and decision making steps that lead to plans for overcoming deficiencies in human performance? 1 point

- Process model
- Front-end analysis
- ISD model
- Group discussion

- a
 b
 c
 d

No, the answer is incorrect.

Score: 0

Accepted Answers:

b

2) Which of the following is the correct sequence of HRD process model? 1 point

- Asses, Design, Implement, Evaluate
- Design, Asses, Implement, Evaluate
- Implement, Design, Asses, Evaluate
- Implement, Asses, Design, Evaluate

- a
 b
 c
 d

No, the answer is incorrect.

Score: 0

Accepted Answers:

a

3) Which of the following are the levels of HRD need assessment? 1 point

- Organization analysis, Task analysis, Career analysis
- Person analysis, Task analysis, Job evaluation
- Job analysis, Job evaluation, Task analysis
- Organization analysis, Task analysis, Person analysis

- a
 b
 c
 d

No, the answer is incorrect.

Score: 0

Accepted Answers:

d

4) Which of the following is **NOT** a type of need in the context of HRD? 1 point

- Social
- Analytic
- Performance
- Diagnostic

- a
 b
 c
 d

No, the answer is incorrect.

Score: 0

Accepted Answers:

a

5) Which of the following is **TRUE** for interview method of data collection for HRD need assessment? 1 point

- It should be conducted with those who are most knowledgeable about the organization
- It reviews written description of the specific occupation
- It includes feedback mechanism, to give suggestions to participant who participate in the process
- It identifies general area of competencies within an occupation

- a
 b
 c
 d

No, the answer is incorrect.

Score: 0

Accepted Answers:

a

6) Which of the following is a source of strategic information? 1 point

- System changes
- Employee
- Work activity
- Environmental constraints

- a
 b
 c
 d

No, the answer is incorrect.

Score: 0

Accepted Answers:

a

7) Which of the following method involve group of experts during data collection for assessment? 1 point

- Appraisal
- Observation
- Nominal group technique
- Delphi approach

- a
 b
 c
 d

No, the answer is incorrect.

Score: 0

Accepted Answers:

d

8) Which of the following is a disadvantage of questionnaire method? 1 point

- It is accomplished via trained observers
- It does not require trained interviewers
- It yields limited amount of information
- It requires explicit instructions

- a
 b
 c
 d

No, the answer is incorrect.

Score: 0

Accepted Answers:

d

9) Which of the following is an advantage of observation method of data collection for HRD need assessment? 1 point

- Dominant participant may bias group response
- It provides no nonverbal feedback
- It establishes what people actually do, not what they say they do
- It requires some degree of structure

- a
 b
 c
 d

No, the answer is incorrect.

Score: 0

Accepted Answers:

c

10) Which of the following is helpful in strengthening link between profit and HRD actions? 1 point

- Job assessment
- Individual assessment
- Task assessment
- Organizational assessment

- a
 b
 c
 d

No, the answer is incorrect.

Score: 0

Accepted Answers:

d

11) Which of the following is a source of information for task analysis? 1 point

- Performance standard
- Diagnostic analysis
- Summery analysis
- Task gap

- a
 b
 c
 d

No, the answer is incorrect.

Score: 0

Accepted Answers:

a

12) Which of the following is a gap due to differences in the way employees are managed and motivated within the organization ? 1 point

- Need gap
- Management gap
- Performance gap
- Organizational gap

- a
 b
 c
 d

No, the answer is incorrect.

Score: 0

Accepted Answers:

b

13) Which of the following is **TRUE** regarding prioritizing HRD needs? 1 point

- It decides about the hours of training required
- It puts conditions for training
- It makes decision about who needs to be trained
- It does not involve an HRD Advisory committee

- a
 b
 c
 d

No, the answer is incorrect.

Score: 0

Accepted Answers:

c

14) Which of the following is a step of strategic training and development process? 1 point

- Integrate information from organization, job and person
- Evaluating pilot project
- Framing metrics that show value of training
- Appraise individual performance

- a
 b
 c
 d

No, the answer is incorrect.

Score: 0

Accepted Answers:

c

15) Which one of the following is **NOT** a performance variable as per performance diagnostic matrix? 1 point

- Training intervention
- Expertise
- System design
- Capacity

- a
 b
 c
 d

No, the answer is incorrect.

Score: 0

Accepted Answers:

a