

Mhr week asses

Profession



Knowledge is composed of which three interrelated types? Answer

Declarative, practical, and strategic Declarative, practical, and skill

Compilation, automatic, and strategic Declarative, procedural, and strategic

None of the above 4 points Question 2 1. Which of the following is evidence

supporting the assertion that companies are investing in more training?

Answer Higher net sales per employee Higher gross profits per employee

Higher ratios of market to book value 80th A & 3 All of the above

Question 3 1. Learning is defined as a temporary change in cognition that results from experience and may influence behavior. A relatively permanent change in understanding and thinking that results from experience and

directly influences behavior. A relatively permanent change in understanding and thinking that models a temporary change in understanding and thinking.

A relatively permanent change in cognition that results from self efficacy and

1 OFF Question 4 1. In the training process model, evaluation begins at which point?

Answer During the design phase. During the implementation phase. During

the analysis phase. During the development phase. Question 5 1. A reason

there might be conflict among HARD and ODD professionals is that the ODD practitioner Answer has a more tactical approach. Tends to be seen as overly

analytical. Deals with mostly middle management. 80th A & B. 80th A & C.

Question 6 1. A mechanistic design is best applied in which of the following situations? Answer Non routine technologies Small businesses High volume

assembly lines

Where there are not clear answers to many of the problems that arise 4 points Question 7 1. ODD interventions could be implemented more successfully if they included training where employees Answer developed a common knowledge and skill base in the area of the intervention.

Understood group dynamics and became skilled at working within groups.

Understood and became skilled at using a common problem solving model.

Question 8 1. The Authors use the acronym ASK to refer to what? Keep, simple, and attitude Knowledge, skills, and attitudes

Knowledge, strategy, and aptitude Know, strategy, always Question 9 are the foundations for competencies. Tests SOAK'S StrengthsMotivationSkill sets

Question 10 1. Which best explains the strategic training alternative of the internal provider? All or most training developed in house, each phase handled by specialists, and needs developed from a decentralized HARD function All or most training purchased from outside sources, each phase handled by specialists, and needs developed from a centralized HARD function.