Human Resource Development Talent Development 8th edition Werner Test Bank

SKU: 9780357512524-TEST-BANK

Chapter 01: Introduction to Human Resource Development

1. Coaching is NOT considered an aspect of human resource development.
   a. True
   b. False

ANSWER:	False
POINTS:	1
DIFFICULTY:	Easy
REFERENCES:	Introduction
QUESTION TYPE:	True / False
HAS VARIABLES:	False
LEARNING OBJECTIVES:	HUMA.WERN.22.01-01 - Define human resource development (HRD)
ACCREDITING STANDARDS:	BUSPROG: Communication DISC: HRM
TOPICS:	Define human resource development (HRD)
OTHER:	Bloom's: Remember

2. Using the apprenticeship model, a person apprenticing in a law office could practice law after passing a state-supervised examination as late as the 1920s.
   a. True
   b. False

ANSWER:	True
POINTS:	1
DIFFICULTY:	Easy
REFERENCES:	The Progression toward a Field of Human Resource Development
QUESTION TYPE:	True / False
HAS VARIABLES:	False
LEARNING OBJECTIVES:	HUMA.WERN.22.01-02 - Relate the major historical events leading up to the establishment of HRD as a profession
TOPICS:	Relate the major historical events leading up to the establishment of HRD as a profession
OTHER:	Bloom's: Remember

3. The core of all HRD efforts is reading.
   a. True
   b. False

ANSWER:	False
POINTS:	1
DIFFICULTY:	Easy
REFERENCES:	Introduction
QUESTION TYPE:	True / False
HAS VARIABLES:	False
LEARNING OBJECTIVES:	HUMA.WERN.22.01-01 - Define human resource development (HRD)
TOPICS:	Define human resource development (HRD)
OTHER:	Bloom's: Remember

4. The human relations movement began as an “anti-factory” movement due to poor working conditions in many factories.

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a. True

b. False

ANSWER: True

POINTS: 1

DIFFICULTY: Easy

REFERENCES: The Progression toward a Field of Human Resource Development

QUESTION TYPE: True / False

HAS VARIABLES: False

LEARNING OBJECTIVES: HUMA.WERN.22.01-02 - Relate the major historical events leading up to the establishment of HRD as a profession

TOPICS: Relate the major historical events leading up to the establishment of HRD as a profession

OTHER: Bloom's: Remember

5. During World War II, many industry-based companies cut their training programs to save money and time during the war effort.

a. True

b. False

ANSWER: False

POINTS: 1

DIFFICULTY: Easy

REFERENCES: The Progression toward a Field of Human Resource Development

QUESTION TYPE: True / False

HAS VARIABLES: False

LEARNING OBJECTIVES: HUMA.WERN.22.01-02 - Relate the major historical events leading up to the establishment of HRD as a profession

TOPICS: Relate the major historical events leading up to the establishment of HRD as a profession

OTHER: Bloom's: Remember

6. It is estimated that U.S. organizations spent $83 billion on employee learning and development in 2019.

a. True

b. False

ANSWER: True

POINTS: 1

DIFFICULTY: Easy

REFERENCES: Introduction

QUESTION TYPE: True / False

HAS VARIABLES: False

LEARNING OBJECTIVES: HUMA.WERN.22.01-01 - Define human resource development (HRD)

TOPICS: Define human resource development (HRD)

OTHER: Bloom's: Remember

7. The definition of human resource development includes training for both past and present job skills.

a. True

b. False

ANSWER: False

POINTS: 1

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DIFFICULTY: Easy
REFERENCES: Introduction
QUESTION TYPE: True / False
HAS VARIABLES: False
LEARNING OBJECTIVES: HUMA.WERN.22.01-01 - Define human resource development (HRD)
TOPICS: Define human resource development (HRD)
OTHER: Bloom's: Remember

8. Yeomanries were the forerunners of modern labor unions.
   a. True
   b. False
ANSWER: True
POINTS: 1
DIFFICULTY: Easy
REFERENCES: The Progression toward a Field of Human Resource Development
QUESTION TYPE: True / False
HAS VARIABLES: False
LEARNING OBJECTIVES: HUMA.WERN.22.01-02 - Relate the major historical events leading up to the establishment of HRD as a profession
TOPICS: Relate the major historical events leading up to the establishment of HRD as a profession
OTHER: Bloom's: Remember

9. Scientific management principles recognized that people are more important in efficient production than are machines.
   a. True
   b. False
ANSWER: False
POINTS: 1
DIFFICULTY: Easy
REFERENCES: The Progression toward a Field of Human Resource Development
QUESTION TYPE: True / False
HAS VARIABLES: False
LEARNING OBJECTIVES: HUMA.WERN.22.01-02 - Relate the major historical events leading up to the establishment of HRD as a profession
TOPICS: Relate the major historical events leading up to the establishment of HRD as a profession
OTHER: Bloom's: Remember

10. The first documented factory school began at Hoe and Company in 1872.
   a. True
   b. False
ANSWER: True
POINTS: 1
DIFFICULTY: Moderate
REFERENCES: The Progression toward a Field of Human Resource Development
QUESTION TYPE: True / False
HAS VARIABLES: False
LEARNING OBJECTIVES: HUMA.WERN.22.01-02 - Relate the major historical events leading up to the establishment

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	of HRD as a profession
TOPICS:	Relate the major historical events leading up to the establishment of HRD as a profession
OTHER:	Bloom's: Remember

11. The show, tell, do, and check training method began during World War I and is still in use today.
    a. True
    b. False

ANSWER:	True
POINTS:	1
DIFFICULTY:	Easy
REFERENCES:	The Progression toward a Field of Human Resource Development
QUESTION TYPE:	True / False
HAS VARIABLES:	False
LEARNING OBJECTIVES:	HUMA.WERN.22.01-02 - Relate the major historical events leading up to the establishment of HRD as a profession
TOPICS:	Relate the major historical events leading up to the establishment of HRD as a profession
OTHER:	Bloom's: Remember

12. ASTD stands for the American Society for Training & Development.
    a. True
    b. False

ANSWER:	True
POINTS:	1
DIFFICULTY:	Easy
REFERENCES:	The Progression toward a Field of Human Resource Development
QUESTION TYPE:	True / False
HAS VARIABLES:	False
LEARNING OBJECTIVES:	HUMA.WERN.22.01-02 - Relate the major historical events leading up to the establishment of HRD as a profession
TOPICS:	Relate the major historical events leading up to the establishment of HRD as a profession
OTHER:	Bloom's: Remember

13. In 2020, ATD had over 35,000 members in over 120 countries.
    a. True
    b. False

ANSWER:	True
POINTS:	1
DIFFICULTY:	Easy
REFERENCES:	The Progression toward a Field of Human Resource Development
QUESTION TYPE:	True / False
HAS VARIABLES:	False
LEARNING OBJECTIVES:	HUMA.WERN.22.01-02 - Relate the major historical events leading up to the establishment of HRD as a profession
TOPICS:	Relate the major historical events leading up to the establishment of HRD as a profession
OTHER:	Bloom's: Remember

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14. Once new employees have become proficient in their jobs, HRD activities should focus on coaching and counseling.

a. True

b. False

ANSWER: True
POINTS: 1
DIFFICULTY: Easy
REFERENCES: Human Resource Development Functions
QUESTION TYPE: True / False
HAS VARIABLES: False
LEARNING OBJECTIVES: HUMA.WERN.22.01-04 - Identify and describe each of the major HRD functions
TOPICS: Identify and describe each of the major HRD functions
OTHER: Bloom's: Remember

15. Staff authority is given to organizational units that advise and consult line units.

a. True

b. False

ANSWER: True
POINTS: 1
DIFFICULTY: Easy
REFERENCES: The Relationship between Human Resource Management and HRD/Training
QUESTION TYPE: True / False
HAS VARIABLES: False
LEARNING OBJECTIVES: HUMA.WERN.22.01-03 - Distinguish between HRD and human resource management (HRM)
TOPICS: Distinguish between HRD and human resource management (HRM)
OTHER: Bloom's: Remember

16. Traditionally, HRM functional units had line authority that superseded staff authority.

a. True

b. False

ANSWER: False
POINTS: 1
DIFFICULTY: Easy
REFERENCES: The Relationship between Human Resource Management and HRD/Training
QUESTION TYPE: True / False
HAS VARIABLES: False
LEARNING OBJECTIVES: HUMA.WERN.22.01-03 - Distinguish between HRD and human resource management (HRM)
TOPICS: Distinguish between HRD and human resource management (HRM)
OTHER: Bloom's: Understand

17. The original “learning and performance wheel” identified four primary HRD functions.

a. True

b. False

ANSWER: False
POINTS: 1

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DIFFICULTY: Easy
REFERENCES: Human Resource Development Functions
QUESTION TYPE: True / False
HAS VARIABLES: False
LEARNING OBJECTIVES: HUMA.WERN.22.01-04 - Identify and describe each of the major HRD functions
TOPICS: Identify and describe each of the major HRD functions
OTHER: Bloom's: Remember

18. According to Bernthal's lear ning and performance wheel, business strategy should be at the center of all HRD efforts.
    a. True
    b. False
ANSWER: True
POINTS: 1
DIFFICULTY: Easy
REFERENCES: Human Resource Development Functions
QUESTION TYPE: True / False
HAS VARIABLES: False
LEARNING OBJECTIVES: HUMA.WERN.22.01-05 - Describe how HRD can be linked to the goals and strategies of an organization
TOPICS: Describe how HRD can be linked to the goals and strategies of an organization
OTHER: Bloom's: Remember

19. External and upward alignments are needed in order to more fully integrate HRM with the strategic needs of an organization.
    a. True
    b. False
ANSWER: False
POINTS: 1
DIFFICULTY: Moderate
REFERENCES: Human Resource Development Functions
QUESTION TYPE: True / False
HAS VARIABLES: False
LEARNING OBJECTIVES: HUMA.WERN.22.01-05 - Describe how HRD can be linked to the goals and strategies of an organization
TOPICS: Describe how HRD can be linked to the goals and strategies of an organization
OTHER: Bloom's: Understand

20. HRD executives should contribute ideas, information, and recommendations during strategy formulation.
    a. True
    b. False
ANSWER: True
POINTS: 1
DIFFICULTY: Easy
REFERENCES: Human Resource Development Functions
QUESTION TYPE: True / False
HAS VARIABLES: False

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LEARNING OBJECTIVES: HUMA.WERN.22.01-05 - Describe how HRD can be linked to the goals and strategies of an organization
TOPICS: Describe how HRD can be linked to the goals and strategies of an organization
OTHER: Bloom's: Remember

21. The learning strategist focuses on entry-level employee training.
    a. True
    b. False
ANSWER: False
POINTS: 1
DIFFICULTY: Easy
REFERENCES: Roles and Competencies of an HRD Professional
QUESTION TYPE: True / False
HAS VARIABLES: False
LEARNING OBJECTIVES: HUMA.WERN.22.01-06 - Recognize the various roles and competencies of an HRD professional
TOPICS: Recognize the various roles and competencies of an HRD professional
OTHER: Bloom's: Remember

22. In the organization change agent role, the HRD manager advises management in the design and implementation of change strategies.
    a. True
    b. False
ANSWER: True
POINTS: 1
DIFFICULTY: Easy
REFERENCES: Human Resource Development Functions
QUESTION TYPE: True / False
HAS VARIABLES: False
LEARNING OBJECTIVES: HUMA.WERN.22.01-05 - Describe how HRD can be linked to the goals and strategies of an organization
TOPICS: Describe how HRD can be linked to the goals and strategies of an organization
OTHER: Bloom's: Understand

23. Over the past 25 years, the HRD profession has become less connected to the academic community.
    a. True
    b. False
ANSWER: False
POINTS: 1
DIFFICULTY: Easy
REFERENCES: Roles and Competencies of an HRD Professional
QUESTION TYPE: True / False
HAS VARIABLES: False
LEARNING OBJECTIVES: HUMA.WERN.22.01-06 - Recognize the various roles and competencies of an HRD professional
TOPICS: Recognize the various roles and competencies of an HRD professional

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OTHER: Bloom's: Remember

24. Increasing diversity in the workplace means racial, ethnic, gender, and age diversity.
    a. True
    b. False

ANSWER: True
POINTS: 1
DIFFICULTY: Easy
REFERENCES: Challenges to Organizations and to HRD Professionals
QUESTION TYPE: True / False
HAS VARIABLES: False
LEARNING OBJECTIVES: HUMA.WERN.22.01-07 - Cite contemporary challenges facing HRD professionals
TOPICS: Cite contemporary challenges facing HRD professionals
OTHER: Bloom's: Understand

25. Diversity is always a catalyst for improved organizational performance.
    a. True
    b. False

ANSWER: False
POINTS: 1
DIFFICULTY: Easy
REFERENCES: Challenges to Organizations and to HRD Professionals
QUESTION TYPE: True / False
HAS VARIABLES: False
LEARNING OBJECTIVES: HUMA.WERN.22.01-07 - Cite contemporary challenges facing HRD professionals
TOPICS: Cite contemporary challenges facing HRD professionals
OTHER: Bloom's: Remember

26. In the United States, only about 20 percent of the jobs require at least a high school education.
    a. True
    b. False

ANSWER: False
POINTS: 1
DIFFICULTY: Easy
REFERENCES: Challenges to Organizations and to HRD Professionals
QUESTION TYPE: True / False
HAS VARIABLES: False
LEARNING OBJECTIVES: HUMA.WERN.22.01-07 - Cite contemporary challenges facing HRD professionals
TOPICS: Cite contemporary challenges facing HRD professionals
OTHER: Bloom's: Remember

27. HRD professionals need to develop a solid understanding of learning theory.
    a. True
    b. False

ANSWER: True
POINTS: 1

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DIFFICULTY: Moderate
REFERENCES: Challenges to Organizations and to HRD Professionals
QUESTION TYPE: True / False
HAS VARIABLES: False
LEARNING OBJECTIVES: HUMA.WERN.22.01-07 - Cite contemporary challenges facing HRD professionals
TOPICS: Cite contemporary challenges facing HRD professionals
OTHER: Bloom's: Remember

28. ASTD has not yet developed a code of ethics.
    a. True
    b. False
ANSWER: False
POINTS: 1
DIFFICULTY: Moderate
REFERENCES: Challenges to Organizations and to HRD Professionals
QUESTION TYPE: True / False
HAS VARIABLES: False
LEARNING OBJECTIVES: HUMA.WERN.22.01-07 - Cite contemporary challenges facing HRD professionals
TOPICS: Cite contemporary challenges facing HRD professionals
OTHER: Bloom's: Remember

29. Evaluation is an important phase of the HRD process but is often overemphasized.
    a. True
    b. False
ANSWER: False
POINTS: 1
DIFFICULTY: Moderate
REFERENCES: A Framework for the HRD Process
QUESTION TYPE: True / False
HAS VARIABLES: False
LEARNING OBJECTIVES: HUMA.WERN.22.01-08 - Identify the major phases of the training and HRD process
TOPICS: Identify the major phases of the training and HRD process
OTHER: Bloom's: Remember

30. Specific training objectives are normally developed in the needs assessment phase.
    a. True
    b. False
ANSWER: False
POINTS: 1
DIFFICULTY: Easy
REFERENCES: A Framework for the HRD Process
QUESTION TYPE: True / False
HAS VARIABLES: False
LEARNING OBJECTIVES: HUMA.WERN.22.01-08 - Identify the major phases of the training and HRD process
TOPICS: Identify the major phases of the training and HRD process

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OTHER: Bloom's: Remember

31. A mechanism in shaping individual and group values and beliefs and skilling through learning-related activities to support the desired performance of the host system or organization is called:

a. organization design.
b. organization development.
c. human resource development.
d. human resource planning.

ANSWER: c
POINTS: 1
DIFFICULTY: Easy
REFERENCES: Introduction
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
LEARNING OBJECTIVES: HUMA.WERN.22.01-01 - Define human resource development (HRD)
TOPICS: Define human resource development (HRD)
OTHER: Bloom's: Remember

32. _____ is at the core of all HRD efforts.

a. Recruitment
b. Learning
c. Communication
d. Policy and procedure

ANSWER: b
POINTS: 1
DIFFICULTY: Easy
REFERENCES: Introduction
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
LEARNING OBJECTIVES: HUMA.WERN.22.01-01 - Define human resource development (HRD)
TOPICS: Define human resource development (HRD)
OTHER: Bloom's: Remember

33. The leading HRD professional organization is:

a. IPMA.
b. TDAPHR.
c. SHRM.
d. ATD.

ANSWER: d
POINTS: 1
DIFFICULTY: Moderate
REFERENCES: Introduction
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
LEARNING OBJECTIVES: HUMA.WERN.22.01-01 - Define human resource development (HRD)
TOPICS: Define human resource development (HRD)

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OTHER: Bloom's: Remember

34. The origins of HRD can be traced to which of the following?
    a. Factory schools
    b. Universities
    c. Apprenticeship training programs
    d. Boston's first technical school

ANSWER: c
POINTS: 1
DIFFICULTY: Easy
REFERENCES: The Progression toward a Field of Human Resource Development
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
LEARNING OBJECTIVES: HUMA.WERN.22.01-02 - Relate the major historical events leading up to the establishment of HRD as a profession
TOPICS: Relate the major historical events leading up to the establishment of HRD as a profession
OTHER: Bloom's: Remember

35. A yeoman is a person who:
    a. sails a ship.
    b. has not been admitted to an apprentice program as yet.
    c. has mastered a few skills.
    d. has mastered all the apprentice skills.

ANSWER: d
POINTS: 1
DIFFICULTY: Easy
REFERENCES: The Progression toward a Field of Human Resource Development
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
LEARNING OBJECTIVES: HUMA.WERN.12.2 - HRM
HUMA.WERN.22.01-02 - Relate the major historical events leading up to the establishment of HRD as a profession
TOPICS: Relate the major historical events leading up to the establishment of HRD as a profession
OTHER: Bloom's: Remember

36. The first privately funded vocational school in the United States was founded by:
    a. Jon Werner.
    b. DeWitt Clinton.
    c. George Washington.
    d. Donald Kirkpatrick.

ANSWER: b
POINTS: 1
DIFFICULTY: Moderate
REFERENCES: The Progression toward a Field of Human Resource Development
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False

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LEARNING OBJECTIVES: HUMA.WERN.22.01-02 - Relate the major historical events leading up to the establishment of HRD as a profession
TOPICS: Relate the major historical events leading up to the establishment of HRD as a profession
OTHER: Bloom's: Remember

37. The first privately funded vocational school in the United States was founded to:
    a. train university graduates in a skill.
    b. train the sons of wealthy people.
    c. train new managers in machine operation.
    d. provide occupational training to young people who were unemployed or had criminal records.

ANSWER: d
POINTS: 1
DIFFICULTY: Easy
REFERENCES: The Progression toward a Field of Human Resource Development
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
LEARNING OBJECTIVES: HUMA.WERN.22.01-02 - Relate the major historical events leading up to the establishment of HRD as a profession
TOPICS: Relate the major historical events leading up to the establishment of HRD as a profession
OTHER: Bloom's: Remember

38. A main distinction between training and development is that developmental activities are generally:
    a. more focused on specific job skills.
    b. less expensive than training activities.
    c. becoming less common as organizations deal with their changing business environment.
    d. more focused on long-term or future responsibilities.

ANSWER: d
POINTS: 1
DIFFICULTY: Easy
REFERENCES: Human Resource Development Functions
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
LEARNING OBJECTIVES: HUMA.WERN.22.01-04 - Identify and describe each of the major HRD functions
TOPICS: Identify and describe each of the major HRD functions
OTHER: Bloom's: Understand

39. The first privately funded vocational school in the United States was founded in:
    a. 1809.
    b. 1917.
    c. 1872.
    d. 1907.

ANSWER: a
POINTS: 1
DIFFICULTY: Easy
REFERENCES: The Progression toward a Field of Human Resource Development
QUESTION TYPE: Multiple Choice

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HAS VARIABLES: False
LEARNING OBJECTIVES: HUMA.WERN.22.01-02 - Relate the major historical events leading up to the establishment of HRD as a profession
TOPICS: Relate the major historical events leading up to the establishment of HRD as a profession
OTHER: Bloom's: Remember

40. The first documented factory school was founded in:
    a. 1809.
    b. 1917.
    c. 1872.
    d. 1907.
ANSWER: c
POINTS: 1
DIFFICULTY: Easy
REFERENCES: The Progression toward a Field of Human Resource Development
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
LEARNING OBJECTIVES: HUMA.WERN.22.01-02 - Relate the major historical events leading up to the establishment of HRD as a profession
TOPICS: Relate the major historical events leading up to the establishment of HRD as a profession
OTHER: Bloom's: Remember

41. An ongoing process where an individual progresses through a series of stages, with each stage addressing unique issues, themes, and tasks, is the description of:
    a. human resource intervention.
    b. tactical career planning.
    c. career development.
    d. career planning.
ANSWER: c
POINTS: 1
DIFFICULTY: Moderate
REFERENCES: Human Resource Development Functions
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
LEARNING OBJECTIVES: HUMA.WERN.22.01-04 - Identify and describe each of the major HRD functions
TOPICS: Identify and describe each of the major HRD functions
OTHER: Bloom's: Remember

42. The introduction of the Model T assembly line impacted training in what way?
    a. It made it less important.
    b. It did not have an impact.
    c. Work on an assembly line was an easy job that did not require any training.
    d. It increased the need for training of unskilled and semiskilled workers.
ANSWER: d
POINTS: 1
DIFFICULTY: Easy

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REFERENCES: The Progression toward a Field of Human Resource Development
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
LEARNING OBJECTIVES: HUMA.WERN.22.01-02 - Relate the major historical events leading up to the establishment of HRD as a profession
TOPICS: Relate the major historical events leading up to the establishment of HRD as a profession
OTHER: Bloom's: Remember

43. The Smith-Hughes Act of 1917 granted funds to the states to:
    a. build highways.
    b. train managers.
    c. build new universities.
    d. train people in agriculture, home economics, industry, and teacher training.

ANSWER: d
POINTS: 1
DIFFICULTY: Moderate
REFERENCES: The Progression toward a Field of Human Resource Development
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
LEARNING OBJECTIVES: HUMA.WERN.22.01-02 - Relate the major historical events leading up to the establishment of HRD as a profession
TOPICS: Relate the major historical events leading up to the establishment of HRD as a profession
OTHER: Bloom's: Remember

44. How did the introduction of the Ford Model T and the events of World War I impact the training of unskilled and semiskilled workers?
    a. There were more training opportunities for both unskilled and semiskilled workers.
    b. Semiskilled workers were retrained while unskilled workers were fired.
    c. Workers had to pass a skill evaluation to qualify for training.
    d. Most workers were able to learn the new processes without additional training.

ANSWER: a
POINTS: 1
DIFFICULTY: Moderate
REFERENCES: The Progression toward a Field of Human Resource Development
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
LEARNING OBJECTIVES: HUMA.WERN.22.01-02 - Relate the major historical events leading up to the establishment of HRD as a profession
TOPICS: Relate the major historical events leading up to the establishment of HRD as a profession
OTHER: Bloom's: Remember

45. Which of the following is NOT a function included in the learning and performance wheel of an HRD department?
    a. Training and development
    b. Career development
    c. Organization development
    d. Compensation and benefits

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ANSWER: d
POINTS: 1
DIFFICULTY: Easy
REFERENCES: Human Resource Development Functions
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
LEARNING OBJECTIVES: HUMA.WERN.22.01-04 - Identify and describe each of the major HRD functions
TOPICS: LO4
OTHER: Bloom's: Remember

46. The HRCI offers which of the following designations upon passing a written exam and having the required years of exempt-level HR experience?
    a. PHR, Professional in Human Resources
    b. HRDP, Human Resource Development Professional
    c. HRE, Human Resources Executive
    d. AHR, Administrator in HR

ANSWER: a
POINTS: 1
DIFFICULTY: Easy
REFERENCES: Roles and Competencies of an HRD Professional
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
LEARNING OBJECTIVES: HUMA.WERN.12.1 - Communication
HUMA.WERN.12.2 - HRM
TOPICS: Describe how HRD can be linked to the goals and strategies of an organization
OTHER: Bloom's: Remember

47. Diversity in the workforce includes which groups of employees?
    a. Older workers
    b. Women
    c. Workers of different ethnic and racial backgrounds
    d. All of these are considered diverse groups.

ANSWER: d
POINTS: 1
DIFFICULTY: Easy
REFERENCES: Challenges to Organizations and to HRD Professionals
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
LEARNING OBJECTIVES: HUMA.WERN.12.1 - Communication
HUMA.WERN.12.2 - HRM
TOPICS: Recognize the various roles and competencies of an HRD professional
OTHER: Bloom's: Understand

48. A four-step, sequential process used to design HRD interventions is called:
    a. PDAC (plan, do, act, check).
    b. PDCA (plan, design, check, assess).

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c. ADImE (assess, design, implement, evaluate).
d. SADIE (survey, access, develop, implement, evaluate).

ANSWER: c
POINTS: 1
DIFFICULTY: Moderate
REFERENCES: A Framework for the HRD Process
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
LEARNING OBJECTIVES: HUMA.WERN.22.01-08 - Identify the major phases of the training and HRD process
TOPICS: Identify the major phases of the training and HRD process
OTHER: Bloom's: Remember

49. The Smith-Hughes bill was passed in:
a. 1809.
b. 1917.
c. 1872.
d. 1907.

ANSWER: b
POINTS: 1
DIFFICULTY: Moderate
REFERENCES: The Progression toward a Field of Human Resource Development
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
LEARNING OBJECTIVES: HUMA.WERN.22.01-02 - Relate the major historical events leading up to the establishment of HRD as a profession
TOPICS: Relate the major historical events leading up to the establishment of HRD as a profession
OTHER: Bloom's: Remember

50. The four-step instructional training method of "show, tell, do, and check" introduced in World War I was later named:
a. repetitive job evaluation.
b. evaluative performance initiative.
c. job instruction training (JIT).
d. instructional training management.

ANSWER: c
POINTS: 1
DIFFICULTY: Moderate
REFERENCES: The Progression toward a Field of Human Resource Development
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
LEARNING OBJECTIVES: HUMA.WERN.22.01-02 - Relate the major historical events leading up to the establishment of HRD as a profession
TOPICS: Relate the major historical events leading up to the establishment of HRD as a profession
OTHER: Bloom's: Remember

51. During World War II, the Training Within Industry (TWI) Service was established by:
a. the federal government.

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b. the state of New York.
c. the U.S. Chamber of Commerce.
d. General Electric.

ANSWER: a
POINTS: 1
DIFFICULTY: Moderate
REFERENCES: The Progression toward a Field of Human Resource Development
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
LEARNING OBJECTIVES: HUMA.WERN.22.01-02 - Relate the major historical events leading up to the establishment of HRD as a profession
TOPICS: Relate the major historical events leading up to the establishment of HRD as a profession
OTHER: Bloom's: Remember

52. An undesirable by-product of the factory system was:
a. higher taxes for the factory owners.
b. abuse of unskilled workers and children.
c. the creation of labor unions.
d. lack of strong government regulation.

ANSWER: b
POINTS: 1
DIFFICULTY: Easy
REFERENCES: The Progression toward a Field of Human Resource Development
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
LEARNING OBJECTIVES: HUMA.WERN.22.01-02 - Relate the major historical events leading up to the establishment of HRD as a profession
TOPICS: Relate the major historical events leading up to the establishment of HRD as a profession
OTHER: Bloom's: Remember

53. The human relations movement began in the:
a. late 1930s.
b. late 1890s.
c. late 1940s.
d. 1950s at Harvard.

ANSWER: a
POINTS: 1
DIFFICULTY: Easy
REFERENCES: The Progression toward a Field of Human Resource Development
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
LEARNING OBJECTIVES: HUMA.WERN.22.01-02 - Relate the major historical events leading up to the establishment of HRD as a profession
TOPICS: Relate the major historical events leading up to the establishment of HRD as a profession
OTHER: Bloom's: Remember

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54. In the 1970s, ASTD renamed itself:

a. The Alaskan Society for Training & Development.
b. The American Society for Training & Development.
c. The American Society for Teaching Drama.
d. The American Society for Technical Development.

ANSWER: b
POINTS: 1
DIFFICULTY: Easy
REFERENCES: The Progression toward a Field of Human Resource Development
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
LEARNING OBJECTIVES: HUMA.WERN.22.01-02 - Relate the major historical events leading up to the establishment of HRD as a profession
TOPICS: Relate the major historical events leading up to the establishment of HRD as a profession
OTHER: Bloom's: Remember

55. Which of the following would NOT be included in the career development function of HRD?

a. Skills evaluation
b. Career management
c. Counseling
d. Management training and development

ANSWER: d
POINTS: 1
DIFFICULTY: Easy
REFERENCES: Human Resource Development Functions
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
LEARNING OBJECTIVES: HUMA.WERN.22.01-04 - Identify and describe each of the major HRD functions
TOPICS: Identify and describe each of the major HRD functions
OTHER: Bloom's: Remember

56. A staff organizational unit generally:

a. gives direct orders to workers.
b. advises and consults.
c. directly produces goods and services.
d. does not include the HR department.

ANSWER: b
POINTS: 1
DIFFICULTY: Moderate
REFERENCES: The Relationship between Human Resource Management and HRD/Training
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
LEARNING OBJECTIVES: HUMA.WERN.22.01-03 - Distinguish between HRD and human resource management (HRM)
TOPICS: Distinguish between HRD and human resource management (HRM)
OTHER: Bloom's: Understand

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57. Which of the following is NOT a typical T&D function?

a. Employee discipline
b. Employee orientation
c. Technical training
d. Coaching

ANSWER: a
POINTS: 1
DIFFICULTY: Easy
REFERENCES: Human Resource Development Functions
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
LEARNING OBJECTIVES: HUMA.WERN.22.01-04 - Identify and describe each of the major HRD functions
TOPICS: Identify and describe each of the major HRD functions
OTHER: Bloom's: Understand

58. Strategic management involves all of the following EXCEPT:

a. strategy formulation.
b. control.
c. strategy recording.
d. strategy implementation

ANSWER: c
POINTS: 1
DIFFICULTY: Moderate
REFERENCES: Human Resource Development Functions
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
LEARNING OBJECTIVES: HUMA.WERN.22.01-05 - Describe how HRD can be linked to the goals and strategies of an organization
TOPICS: Describe how HRD can be linked to the goals and strategies of an organization
OTHER: Bloom's: Remember

59. A challenge currently facing the HRD field is:

a. addressing workforce diversity and inclusion.
b. competing in a global economy.
c. eliminating the skills gap.
d. All of these choices are correct.

ANSWER: d
POINTS: 1
DIFFICULTY: Easy
REFERENCES: Challenges to Organizations and to HRD Professionals
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
LEARNING OBJECTIVES: HUMA.WERN.22.01-07 - Cite contemporary challenges facing HRD professionals
TOPICS: Cite contemporary challenges facing HRD professionals
OTHER: Bloom's: Remember

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60. The trend in today's workforce is:

a. employees are getting younger.

b. employees' average ages have not changed over the last decade.

c. employees are getting older.

d. there is no accurate way to determine employee trends.

ANSWER: c
POINTS: 1
REFERENCES: Challenges to Organizations and to HRD Professionals
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
LEARNING OBJECTIVES: HUMA.WERN.22.01-07 - Cite contemporary challenges facing HRD professionals
TOPICS: Cite contemporary challenges facing HRD professionals
OTHER: Bloom's: Remember

61. According to the Bernthal's learning and performance wheel, what is true about business strategy?

a. It should be at the hub or center of HRD efforts.

b. It should not be a part of the wheel.

c. It is included in the "upper right spokes."

d. It is included in the "lower left spokes."

ANSWER: a
POINTS: 1
DIFFICULTY: Moderate
REFERENCES: Human Resource Development Functions
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
LEARNING OBJECTIVES: HUMA.WERN.22.01-04 - Identify and describe each of the major HRD functions
TOPICS: Identify and describe each of the major HRD functions
OTHER: Bloom's: Remember

62. In the needs assessment phase, the identified gaps can be attributed to:

a. current deficiencies.

b. new challenges that demand change.

c. both current deficiencies and new challenges that demand change.

d. none of these choices.

ANSWER: c
POINTS: 1
DIFFICULTY: Moderate
REFERENCES: A Framework for the HRD Process
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
LEARNING OBJECTIVES: HUMA.WERN.22.01-08 - Identify the major phases of the training and HRD process
TOPICS: Identify the major phases of the training and HRD process
OTHER: Bloom's: Understand

63. What is the goal of the assessment and design phases of effective HRD interventions?

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a. Learning development
b. Evaluation
c. Restructuring
d. Implementation

ANSWER: d
POINTS: 1
DIFFICULTY: Easy
REFERENCES: A Framework for the HRD Process
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
LEARNING OBJECTIVES: HUMA.WERN.22.01-08 - Identify the major phases of the training and HRD process
TOPICS: Identify the major phases of the training and HRD process
OTHER: Bloom's: Remember

64. Which of the following is true of apprenticeship training?
a. It began in the 1920s.
b. It has been used to train skilled workers and even physicians.
c. It has been used only for a small group of skilled trades.
d. It is no longer used to train workers.

ANSWER: b
POINTS: 1
DIFFICULTY: Moderate
REFERENCES: The Progression toward a Field of Human Resource Development
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
LEARNING OBJECTIVES: HUMA.WERN.22.01-02 - Relate the major historical events leading up to the establishment of HRD as a profession
TOPICS: Relate the major historical events leading up to the establishment of HRD as a profession
OTHER: Bloom's: Remember

65. Training semiskilled workers to use machines after the Industrial Revolution was done by:
a. factory schools.
b. corporate universities.
c. yeoman training.
d. apprentice programs.

ANSWER: a
POINTS: 1
DIFFICULTY: Moderate
REFERENCES: The Progression toward a Field of Human Resource Development
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
LEARNING OBJECTIVES: HUMA.WERN.22.01-02 - Relate the major historical events leading up to the establishment of HRD as a profession
TOPICS: Relate the major historical events leading up to the establishment of HRD as a profession
OTHER: Bloom's: Remember

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66. In which of the following roles does the HRD professional help transform organizations by advising management in the design and implementation of change strategies that can result in more efficient work teams?

a. HR strategic advisor
b. HR systems designer and developer
c. Organization change agent
d. Learning program specialist

ANSWER: c
POINTS: 1
DIFFICULTY: Moderate
REFERENCES: Roles and Competencies of an HRD Professional
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
LEARNING OBJECTIVES: HUMA.WERN.22.01-06 - Recognize the various roles and competencies of an HRD professional
TOPICS: Recognize the various roles and competencies of an HRD professional
OTHER: Bloom's: Understand

67. The human relations movement highlighted:

a. the need for more factory schools.
b. the importance of machine efficiency.
c. the importance of well-trained managers.
d. the importance of human behavior on the job.

ANSWER: d
POINTS: 1
DIFFICULTY: Moderate
REFERENCES: The Progression toward a Field of Human Resource Development
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
LEARNING OBJECTIVES: HUMA.WERN.22.01-02 - Relate the major historical events leading up to the establishment of HRD as a profession
TOPICS: Relate the major historical events leading up to the establishment of HRD as a profession
OTHER: Bloom's: Remember

68. In Chester Barnard's book *The Functions of the Executive,* he emphasized the integration of:

a. machines and efficiency.
b. traditional management and behavioral science applications.
c. efficiency and employee training.
d. training and development.

ANSWER: b
POINTS: 1
DIFFICULTY: Moderate
REFERENCES: The Progression toward a Field of Human Resource Development
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
LEARNING OBJECTIVES: HUMA.WERN.22.01-02 - Relate the major historical events leading up to the establishment of HRD as a profession

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TOPICS: Relate the major historical events leading up to the establishment of HRD as a profession
OTHER: Bloom's: Remember

69. Since the 1990s, ASTD's focus has been on:
a. strengthening the strategic role of HRD.
b. performance improvement programs.
c. high-performing work systems.
d. All of these choices are correct.

ANSWER: d
POINTS: 1
DIFFICULTY: Moderate
REFERENCES: The Progression toward a Field of Human Resource Development
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
LEARNING OBJECTIVES: HUMA.WERN.22.01-02 - Relate the major historical events leading up to the establishment of HRD as a profession
TOPICS: Relate the major historical events leading up to the establishment of HRD as a profession
OTHER: Bloom's: Remember

70. Which of the following is true of the training function of T&D?
a. Providing employees with the knowledge needed to do a particular task or job
b. Providing employees with the skills needed to do a particular task or job
c. Pursuing attitude changes within the work environment
d. All of these choices are correct.

ANSWER: d
POINTS: 1
DIFFICULTY: Moderate
REFERENCES: Human Resource Development Functions
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
LEARNING OBJECTIVES: HUMA.WERN.12.2 - HRM
HUMA.WERN.22.01-04 - Identify and describe each of the major HRD functions
TOPICS: Identify and describe each of the major HRD functions
OTHER: Bloom's: Understand

71. Which of the following is true about organizational development?
a. It emphasizes macro changes.
b. It emphasizes micro changes.
c. In OD, the HRD professional functions as a change agent.
d. All of these choices are correct.

ANSWER: d
POINTS: 1
DIFFICULTY: Moderate
REFERENCES: Human Resource Development Functions
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False

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LEARNING OBJECTIVES: HUMA.WERN.22.01-02 - Relate the major historical events leading up to the establishment of HRD as a profession
TOPICS: Describe how HRD can be linked to the goals and strategies of an organization
OTHER: Bloom's: Remember

72. For HRD professionals to play a more important role in the strategic plan of an organization, all of the following are necessary EXCEPT:

a. they must contribute ideas and information to strategy formulation.
b. they must provide education and training programs that support effective strategic management.
c. they must provide training that is budget conscious.
d. they must ensure that all training efforts are linked to the organization's goals and strategies.

ANSWER: c
POINTS: 1
DIFFICULTY: Moderate
REFERENCES: Human Resource Development Functions
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
LEARNING OBJECTIVES: HUMA.WERN.12.2 - HRM
HUMA.WERN.22.01-05 - Describe how HRD can be linked to the goals and strategies of an organization
TOPICS: Describe how HRD can be linked to the goals and strategies of an organization
OTHER: Bloom's: Understand

73. The six foundational competencies needed by HRD professionals include all of the following EXCEPT:

a. personal skills.
b. team skills.
c. interpersonal skills.
d. business skills.

ANSWER: b
POINTS: 1
DIFFICULTY: Moderate
REFERENCES: Roles and Competencies of an HRD Professional
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
LEARNING OBJECTIVES: HUMA.WERN.22.01-06 - Recognize the various roles and competencies of an HRD professional
TOPICS: Recognize the various roles and competencies of an HRD professional
OTHER: Bloom's: Remember

74. A primary role of the HRD Executive/Manager is to:

a. stay within the budget.
b. create programs desired by trainees.
c. plan a wide array of programs each year.
d. promote the value of HRD programs to senior managers.

ANSWER: d
POINTS: 1

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DIFFICULTY: Easy
REFERENCES: Roles and Competencies of an HRD Professional
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
LEARNING OBJECTIVES: HUMA.WERN.22.01-06 - Recognize the various roles and competencies of an HRD professional
TOPICS: Recognize the various roles and competencies of an HRD professional
OTHER: Bloom's: Understand

75. The organization design consultant produces which of the following outputs?
    a. Alternative work designs
    b. Lesson plans
    c. Education and training programs
    d. Quality management programs

ANSWER: a
POINTS: 1
DIFFICULTY: Moderate
REFERENCES: Roles and Competencies of an HRD Professional
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
LEARNING OBJECTIVES: HUMA.WERN.22.01-06 - Recognize the various roles and competencies of an HRD professional
TOPICS: Recognize the various roles and competencies of an HRD professional
OTHER: Bloom's: Remember

76. Certification for HRD professionals is
    a. offered by SHRM.
    b. scheduled to begin in 2017.
    c. the Certified Professional in Talent Development.
    d. offered by the U.S. government.

ANSWER: c
POINTS: 1
DIFFICULTY: Moderate
REFERENCES: Roles and Competencies of an HRD Professional
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
LEARNING OBJECTIVES: HUMA.WERN.22.01-06 - Recognize the various roles and competencies of an HRD professional
TOPICS: Recognize the various roles and competencies of an HRD professional
OTHER: Bloom's: Remember

77. The Human Resource Certificate Institute offers all of the following EXCEPT:
    a. Professional in Human Resources.
    b. Master Professional in Human Resources.
    c. Senior Professional in Human Resources.
    d. Global Professional in Human Resources.

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ANSWER: b
POINTS: 1
DIFFICULTY: Moderate
REFERENCES: Roles and Competencies of an HRD Professional
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
LEARNING OBJECTIVES: HUMA.WERN.22.01-06 - Recognize the various roles and competencies of an HRD professional
TOPICS: Recognize the various roles and competencies of an HRD professional
OTHER: Bloom's: Remember

78. The link between ASTD and the academic community includes:
    a. offering university courses.
    b. offering more academic courses to members.
    c. allowing academics to be certified.
    d. a research journal—the *Human Resource Development Quarterly.*

ANSWER: d
POINTS: 1
DIFFICULTY: Moderate
REFERENCES: Roles and Competencies of an HRD Professional
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
LEARNING OBJECTIVES: HUMA.WERN.22.01-06 - Recognize the various roles and competencies of an HRD professional
TOPICS: Recognize the various roles and competencies of an HRD professional
OTHER: Bloom's: Remember

79. What is true about the skills gap?
    a. Both Germany and Japan have done a better job of teaching basic skills than has the United States.
    b. The United States has done a better job of teaching basic skills than has Japan.
    c. The United States has done a better job of teaching basic skills than has Germany.
    d. There is no skills gap for basic knowledge in the United States

ANSWER: a
POINTS: 1
DIFFICULTY: Moderate
REFERENCES: Challenges to Organizations and to HRD Professionals
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
LEARNING OBJECTIVES: HUMA.WERN.22.01-07 - Cite contemporary challenges facing HRD professionals
TOPICS: Cite contemporary challenges facing HRD professionals
OTHER: Bloom's: Remember

80. Lifelong learning means:
    a. the same learning for all employees.
    b. continuing education for all employees.
    c. skills training for all employees.

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d. different things for different employees.

ANSWER: d
POINTS: 1
DIFFICULTY: Moderate
REFERENCES: Challenges to Organizations and to HRD Professionals
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
LEARNING OBJECTIVES: HUMA.WERN.22.01-07 - Cite contemporary challenges facing HRD professionals
TOPICS: Cite contemporary challenges facing HRD professionals
OTHER: Bloom's: Understand

81. Identifying training needs involves all of the following EXCEPT:
a. examining the organization.
b. looking at educational standards in the local area.
c. looking at job tasks.
d. looking at individual employee performance.

ANSWER: b
POINTS: 1
DIFFICULTY: Moderate
REFERENCES: A Framework for the HRD Process
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
LEARNING OBJECTIVES: HUMA.WERN.22.01-08 - Identify the major phases of the training and HRD process
TOPICS: Identify the major phases of the training and HRD process
OTHER: Bloom's: Remember

82. Which of the following is true of scheduling a training program?
a. Many issues need to be dealt with in order for it to be effective.
b. It is a simple process.
c. Scheduling is not an important aspect of a training program.
d. Scheduling is important if you use an external trainer.

ANSWER: a
POINTS: 1
DIFFICULTY: Moderate
REFERENCES: A Framework for the HRD Process
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
LEARNING OBJECTIVES: HUMA.WERN.22.01-08 - Identify the major phases of the training and HRD process
TOPICS: Identify the major phases of the training and HRD process
OTHER: Bloom's: Understand

83. Evaluation allows managers to make better decisions about which of the following?
a. Continuing to use a method of training
b. Continuing to offer a program
c. How to allocate scarce resources

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d. All of these choices

ANSWER: d
POINTS: 1
DIFFICULTY: Moderate
REFERENCES: A Framework for the HRD Process
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
LEARNING OBJECTIVES: HUMA.WERN.22.01-08 - Identify the major phases of the training and HRD process
TOPICS: Identify the major phases of the training and HRD process
OTHER: Bloom's: Understand

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