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Chapter 6 Multiple

Choice \_\_\_\_\_ refers to

the process of

collecting the

outcomes needed to

determine whether

training is effective.

Training evaluation

Program design

Performance appraisal

Needs assessment

Answer: A Difficulty

Level: Easy Which of

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Sample Questions .

Chapter 5 Multiple  
Choice The program  
design process for  
training typically  
begins with:

encouraging learners

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to apply what they have learned to their work. preparing a concept map and curriculum road map to facilitate learning.

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companies now

recognize that learning

through training,

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employees strengthen

or increase their skills

directly impacting their

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Brief Contents Preface

vi PART ONE The

Context for Training

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and Development 3 1  
Introduction to  
Employee Training and  
Development 4 2

Strategic Training 61

PART TWO Designing

Training 115 3 Needs

Assessment 116 4

Learning and Transfer  
of Training 157 5

Program Design 201 6

Training Evaluation

246 PART THREE

Training and

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291 7 Traditional

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Chapter 02 - Strategic

Training. b. strategic

training and

development initiatives

c. training and

development activities

d. measures or metrics

identification Answer: A

Difficulty Level: Easy 6.

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Chapter 4 Multiple  
Choice . Which of the  
following statements is  
true of training?

Recognizing  
employees'  
preferences regarding  
how they want to learn  
is not advisable in  
training.



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assets and human  
capital: Training and  
development programs  
help the company's  
competitiveness by  
increasing the  
intangible assets.

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costs: Salaries and benefits for all employees involved in training; program material and supplies; equipment or classroom rentals or purchases; and travel costs Indirect costs: Not related directly to the design, development, or delivery of the training program ...

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The employee engagement survey of

24 questions gathers

responses regarding

issues relating to

workplace culture:

Alignment: where the

company is headed, its

values, cooperation,

effective meetings.

Coaching: managers

care about concerns,

are helpful, encourage

employee

development.

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