

Date: _____ **Time: 20 mins** **Human Resource Management (SPM)**

Quiz:03 **Marks:20**

▪ **OVER WRITING/CORRECTIONS/CHEATING = ZERO**

1. “Prepare the learner, Present the operations, Do a try out, Follow up” process falls in ADDIE
 - a. Step 6
 - b. Step 3
 - c. Step 5
 - d. Step 4
2. The TALENT MANAGEMENT: USING PROFILES AND COMPETENCY MODELS is recommended in which step of ADDIE
 - a. Step 5
 - b. Step 3
 - c. Step1
 - d. Step 4
3. Choosing content the program will present, as well as choosing the specific instructional methods (lectures, cases, online tools.) you will use is in ADDIE
 - a. Step 3
 - b. Step 1
 - c. Step 5
 - d. Step 2
4. In one study, pilots who experienced pretraining, accident-related events subsequently learned more from an accident-reduction training program than did those experiencing fewer such events. This aspect of MAKING THE LEARNING MEANINGFUL falls in ADDIE
 - e. Step 2
 - f. Step 5
 - g. Step 3
 - h. Step 1
5. Time Design series approach is part of ADDIE in
 - a. Step 3
 - b. Step 4
 - c. Step 5
 - d. Step 6
6. A tool that anchors a numerical rating scale with examples of good or poor performance is
 - a. Graphic Rating
 - b. BARS
 - c. Critical incident
 - d. None of the above
7. the influence of a rater’s general impression on ratings of specific employee’s qualities is
 - a. Unclear Standards
 - b. Recency effect
 - c. Halo Effect
 - d. None of the above
8. Writing high, medium, low behavioral examples for each of a certain trait is
 - a. Graphic Rating Scale
 - b. Mixed Standard Scales
 - c. Alternate Ranking Method
 - d. None of the above
9. You evaluate every subordinate with every other subordinate for every trait, that is
 - e. Mixed Standard Scales
 - f. Paired Comparison
 - g. BARS
 - h. None of the above
10. An unwritten agreement that exist between employers and employees is
 - i. Career Oriented Appraisals
 - j. Psychological Contract

k. None of the above