Unit Code	Group 1	Group 2	Unit Wise Total
1	163	50	**213**
2	110	98	**208**
3	76	60	**136**
Group Wise Total	**349**	**208**	

Total Questions : 557

QNo	Question Id	Question Description
1	1337230	_____ refers to the learning opportunities designed to help employees grow 1. Training 2.Development (Right) 3.Education 4.All of the above 5. Training 6.Development (Right)
2	1337231	How does training and development offer competitive advantage to an organisation? 1.by Removing performance deficiences (Right) 2.Individuals have the aptitude and motivation to learn 3. None of the above 4.by Removing performance deficiences (Right) 5.Individuals have the aptitude and motivation to learn 6. None of the above
3	1337232	Which of the following is a benefit of employee training? 1. Helps people identify with organisational goals 2.Provides a good climate for learning, growth and co - ordination 3.all of the above (Right) 4. Improves morale 5. Helps people identify with organisational goals 6.Provides a good climate for learning, growth and co - ordination
4	1337233	Choose which of the following is a benefit to the individual while receiving training? 1.Creates an appropriate climate for growth, communication 2.Aids in increasing productivity and/ or quality of work 3. Satisfies a personal needs of the trainee 4.all of the above (Right) 5.Creates an appropriate climate for growth, communication 6.Aids in increasing productivity and/ or quality of work
5	1337234	Which of this is a step in training process? 1.KSA deficiency 2.Provide proper feedback 3.Obstacles in the system 4.Use of evaluation models (Right) 5.KSA deficiency 6.Provide proper feedback

QNo	Question Id	Question Description
6	1337235	**Which of these is the benefit of needs assessment?** **1.. Increased overtime working** **2.Assessment makes training department more accountable (Right)** **3.Higher training costs** **4.Loss of business** **5.Assessment makes training department more accountable (Right)** **6.Higher training costs**
7	1337236	**Which of these is a hindrance to effective training?** **1.Mentoring** **2.Career counselling** **3.Career planning workshop** **4.Aggregate spending on training is inadequate (Right)** **5.Career planning workshop** **6.Aggregate spending on training is inadequate (Right)**
8	1337237	**Which of the following is a learning principle?** **1.Recognition of individual differences** **2.Schedules of learning** **3.Transfer of learning** **4.All of the above (Right)** **5.Recognition of individual differences** **6.Schedules of learning**
9	1337238	**The following is (are) the benefit(s) of training?** **1. Increased productivity** **2.Reduced accidents** **3.Reduced supervision** **4.All of the above (Right)** **5. Increased productivity** **6.Reduced accidents**
10	1337239	**Which of the following training aims to provide broad training to enable the trainee to take up a wide variety of tasks within his field of specialization:** **1.Demonstration** **2. On-the-job training** **3.Apprenticeship (Right)** **4. none of the above** **5.Demonstration** **6. On-the-job training**
11	1337240	**Demonstration type of training method is used to train which of the following?** **1.Workers (Right)** **2.Managers** **3. All of the above** **4.Workers (Right)** **5.Managers** **6. All of the above**

QNo	Question Id	Question Description
12	1337241	which of the following method is used to give to trainees the important information in permanent form for immediate of future use? 1. Lecture methods 2. Conference 3.Written instructional method (Right) 4.Training within the industry (TWI) 5. Lecture methods 6. Conference
13	1337242	which of the following is not a on the job training method? 1.Understudies 2.Case study method (Right) 3.Management by objectives (MBO) 4.Job rotation 5.Understudies 6.Case study method (Right)
14	1337243	_____ is widely used for human relations and leadership training? 1.Case study method 2. Job rotation 3.Business games 4. Role playing (Right) 5. Job rotation 6.Business games
15	1337244	Usage of internet for training employees of an organization is classified as? 1.compression training 2.e-learning (Right) 3.outsource learning 4.supported learning 5.compression training 6.e-learning (Right)
16	1337245	In employee training, last stage for trainee's on-the-job training is to:? 1.present information 2.prepare learners 3.do follow up (Right) 4.practice of trainees 5.present information 6.prepare learners
17	1337246	Most flexible type of training in which employees are trained while performing tasks and responsibilities associated with job is classified as? 1.informal training 2.formal training 3.on job training (Right) 4.off job training 5.informal training 6.formal training

QNo	Question Id	Question Description
18	1337247	Completion time of training, cost of resources and number of trainees are variables that must be considered in which of the following:? **1.selection of employees** **2.delivery of productivity** **3.delivery of training (Right)** **4.delivery of performance** **5.selection of employees** **6.delivery of productivity**
19	1337248	**1. _____ refers to the learning opportunities designed to help employees grow.** **1.Training** **2.Development** **(Right)** **3.Education** **4.All of the above** **5.Training** **6.Development** **(Right)**
20	1337249	**How does training and development offer competitive advantage to an organisation?** **1.Removing performance decencies (Right)** **2.Deficiency is caused by a lack of ability** **3.Individuals have the aptitude and motivation to learn** **4.None of the above** **5.Individuals have the aptitude and motivation to learn** **6.None of the above**
21	1337250	**Which of the following is a benefit of employee training?** **1. Improves morale** **2.Helps people identify with organisational goals (Right)** **3.Provides a good climate for learning, growth and co - ordination** **4.None of the above** **5. Improves morale** **6.Helps people identify with organisational goals (Right)**
22	1337251	**Choose which of the following is a benefit to the individual while receiving training?** **1.Creates an appropriate climate for growth, communication** **2.Aids in increasing productivity and/ or quality of work** **3.Satisfies a personal needs of the trainer (Right)** **4. None of the above** **5.Creates an appropriate climate for growth, communication** **6. None of the above**

QNo	Question Id	Question Description
23	1337252	Which of this is a step in training process? 1. KSA deficiency 2.Provide proper feedback 3.Obstacles in the system 4.Use of evaluation models (Right) 5. KSA deficiency 6.Provide proper feedback
24	1337253	Which of the following is a method used in group or organisational training needs assessment? 1.Consideration of current and projected changes (Right) 2.Rating scales 3. Interviews 4.Questionnaires 5.Consideration of current and projected changes (Right) 6.Rating scales
25	1337254	_____ seeks to examine the goals of the organisation and the trends that are likely to affect these goals. 1.Organisational Support 2.Organisational analysis (Right) 3.Key skill abilities analysis 4.Person analysis 5.Organisational Support 6.Organisational analysis (Right)
26	1337255	Which of these is the benefit of needs assessment? 1.Assessment makes training department more accountable (Right) 2.Higher training costs 3.Loss of business 4.Increased overtime working 5.Assessment makes training department more accountable (Right) 6.Higher training costs
27	1337256	Rearrange the steps in training programme. A. What should be the level of training B. What principles of learning C. Who are the trainees? D. What methods and techniques? E. Where to conduct the programme? F. Who are the trainers? 1.CFDABE (Right) 2.ABCDEF 3.DECAFB 4.CADFBE 5.ABCDEF 6.DECAFB

QNo	Question Id	Question Description
28	1337257	**Which of these is an off - the - job training method?** **1.Television (Right)** **2.Job rotation** **3.Orientation training** **4.Coaching** **5.Television (Right)** **6.Job rotation**
29	1337258	**State true or false.** i. Vestibule training utilises equipment which closely resemble the actual ones used on the job. **1.True (Right)** **2.False** **3.True (Right)** **4.False**
30	1337259	**Match the following techniques of training with their correct description.** 1. Tag Teams --------- A. Games to get team members know each other 2. Outward - bound training ----- B. Games to test ability to plan ahead 3. Mirroring ------ C. Training with an external perspective 4. Strategic planners ----- D. Adventure sports for teams 5. Ice breakers ----- E. one role played alternately by two participants **1.1-E,2-D,3-C,4-B,5-A (Right)** **2.1-A,2-D,3-E,4-C,5-B** **3.1-D,2-A,3-C,4-E,5-B** **4.1-C,2-D,3-B,4-A,5-E** **5.1-E,2-D,3-C,4-B,5-A (Right)** **6.1-A,2-D,3-E,4-C,5-B**
31	1337260	**Which of the following is a learning principle?** **1.Recognition of individual differences** **2.Schedules of learning** **3. Transfer of learning** **4.All of the above (Right)** **5.Recognition of individual differences** **6.Schedules of learning**

QNo	Question Id	Question Description
32	1337261	Which of the following is not a basic method for evaluating training programs? 1.a. Reaction 2. b. Learning 3.c. Behavior modeling (Right) 4.d. Results 5.a. Reaction 6. b. Learning
33	1337262	Basics are learned quickly, then learning slows are more complex skills are mastered with a _____ learning curve. 1.a. Decreasing returns (Right) 2.b. Increasing returns 3. c. S–shaped 4. d. Plateaued 5.b. Increasing returns 6. c. S–shaped

QNo	Question Id	Question Description
34	1337263	: The best answer for determining if training is cost effective is to: **1.Look for reductions in voluntary turnover** **2.Compare the costs and benefits associated with the training** **(Right)** **3.Measure improvements in performance** **4.Assess the attitude changes in participants** **5.Look for reductions in voluntary turnover** **6.Compare the costs and benefits associated with the training** **(Right)**
35	1337264	The performance appraisal system that specifies the performance goals that an individual and manager agree the employee will attain within a specific period of time is called: **1. Management by Objectives (Right)** **2.b. Behavioral Expectations** **3.Behavioral Anchored Rating** **4.Critical Incident** **5. Management by Objectives (Right)** **6.b. Behavioral Expectations**
36	1337265	The three phases of training are: **1.a. Needs assessment, implementation, evaluation (Right)** **2.** **b. Job analysis, surveying trainees, evaluation** **3.** **c. Commitment from upper management, needs assessment, evaluation** **4.d. Approach, emphasis, presentation** **5.a. Needs assessment, implementation, evaluation (Right)** **6.** **b. Job analysis, surveying trainees, evaluation**

QNo	Question Id	Question Description
37	1337266	The three learning domains that influence or change behavior are: 1.a. Identification, development, education 2.b. Cooperation, sharing, evaluating 3.c. Preparing, implementing, evaluating 4. d. Skills, knowledge, attitude (Right) 5.a. Identification, development, education 6.b. Cooperation, sharing, evaluating
38	1337267	The Hawthorne Studies focused on which of the following: 1.Assessing the impact of physical and environment on performance (Right) 2. Factors of employee's social groups and interpersonal relationships created at the work place 3.Examining interpersonal behavior and credibility 4.Examining the factors that determine the need for achievement 5. Factors of employee's social groups and interpersonal relationships created at the work place 6.Examining interpersonal behavior and credibility
39	1337268	A training technique that involves transferring trainees to different jobs to broaden their focus and to increase their knowledge is: 1.a. Job rotation (Right) 2.b. Job–instruction training 3.c. Imitative learning 4.d. Computer–assisted instruction 5.a. Job rotation (Right) 6.b. Job–instruction training

QNo	Question Id	Question Description
40	1337269	Which is not one of the six levels of learning? 1.a. Knowledge 2. d. Apprenticeship (Right) 3.b. Application 4.c. Analysis 5.a. Knowledge 6.b. Application
41	1337270	Which is not one of the four criteria for evaluating training programs? 1.a. Behavior 2.b. Synthesis (Right) 3. c. Reactions 4.d. Learning 5.a. Behavior 6.b. Synthesis (Right)

QNo	Question Id	Question Description
42	1337271	Which of the following job design practices broadens the scope of a job by expanding the number of different tasks to be performed? 1.a. Job enrichment 2.b. Division of labor 3.c. Job rotation 4.d. Job enlargement (Right) 5.a. Job enrichment 6.b. Division of labor
43	1337272	Direct costs to an employer include: 1.a. costs of operating a program (Right) 2. costs for operating the entire department 3. costs for operating a division 4.. costs for operating a unit 5.a. costs of operating a program (Right) 6. costs for operating the entire department
44	1337273	QUES: Which of the following is not a type of training needs analyses? 1.a. task analyses 2. b. organizational analyses 3.c. operations analyses (Right) 4.d. individual analyses 5.a. task analyses 6. b. organizational analyses

QNo	Question Id	Question Description
45	1337274	Common forms of behaviorally experienced training include all of the following except: 1.c. apprenticeship (Right) 2.d. case studies/incidents 3.a. diversity training 4.b. in–basket training 5.a. diversity training 6.b. in–basket training
46	1337275	: Which of the following is not one of the four strategies used in behavior modification approach? 1.a. behavior modeling (Right) 2. b. positive reinforcement 3. c. negative reinforcement 4. d. punishment 5.a. behavior modeling (Right) 6. b. positive reinforcement

QNo	Question Id	Question Description
47	1337276	: Which of the following is not one of the four strategies used in behavior modification approach? 1. d. punishment 2.a. behavior modeling (Right) 3.b. positive reinforcement 4.c. negative reinforcement 5.a. behavior modeling (Right) 6.b. positive reinforcement
48	1337277	What assesses the impact of physical and environmental influence on employee performance, which means special notice from management, may work to increase motivation? 1.a. group dynamics 2.b. laboratory training 3.c. Hawthorne studies (Right) 4. need for achievement 5.a. group dynamics 6.b. laboratory training

QNo	Question Id	Question Description
49	1337278	Which is not a benefit of training? **1.a. To increase company expenses (Right)** **2.b. Reduction in errors** **3.c. Reduction in turnover** **4.d. Attitude Changes** **5.d. Attitude Changes** **6.a. To increase company expenses (Right)**
50	1337279	The unique characteristics of a learning organization is that **1.the members learn about each other** **2.it has the capacity to gather new information and use it for improvement** **(Right)** **3.focuses on selecting new employees who love learning and are highly skilled** **4.employees are rewarded for submitting creative suggestions and participating in their implementation** **5.the members learn about each other** **6.it has the capacity to gather new information and use it for improvement** **(Right)**

QNo	Question Id	Question Description
51	1337280	The best reason for presenting a training program is because: 1.. it contributes to the organization's goals and objectives (Right) 2.it has been highly advertised. c. competitors are using the training. 3.. competitors are using the training. 4.concern about federal agency pressure. 5.. it contributes to the organization's goals and objectives (Right) 6.it has been highly advertised. c. competitors are using the training.
52	1337281	The systems model of training contains three phases: _____, training and development, and evaluation. 1.a. preparation 2.b. assessment (Right) 3.c. introduction 4.d. organizing 5.a. preparation 6.b. assessment (Right)

QNo	Question Id	Question Description
53	1337282	In assessing training needs, an examination of production efficiency, labor costs, turnover, and accidents would be part of which training needs analysis? **1.. personnel** **2.task** **3.operations** **4.organizational (Right)** **5.. personnel** **6.task**
54	1337283	The major difference between training and education is that: **1.education refers more to acquiring specific skills.** **2.education is more closely related to learning a particular job.** **3.training provides more general knowledge.** **4.training narrows the range of responses while education broadens the range. (Right)** **5.education refers more to acquiring specific skills.** **6.education is more closely related to learning a particular job.**
55	1337284	The best method for conducting a training needs analysis when data needs to be obtained from a large number of employees is **1.interviews** **2.. observations** **3.questionnaires (Right)** **4.. focus groups** **5.interviews** **6.. observations**
56	1337285	The process of selectively reinforcing a response to change the behavior of a person is associated with **1.behavioral modeling** **2.. learning** **3.operant conditioning (Right)** **4.education** **5.education** **6.behavioral modeling**

QNo	Question Id	Question Description
57	1337286	1.The concept in social cognitive theory that behavior is influenced by the environment and personality, and that the environment is likewise influenced by behavior and personality, is called **1.dynamic homeostasis** **2.. reciprocal determinism (Right)** **3.reverse interactionism** **4.inverse influence** **5.dynamic homeostasis** **6.. reciprocal determinism (Right)**
58	1337287	Carefully preparing a training manual so that each idea effectively builds on the previous ideas illustrates which training principle? **1.Stimulus: meaningful organization of materials (Right)** **2.Response: practice and repetition** **3.Feedback: knowledge of results** **4.Transfer of Training: sequencing the learning** **5.Stimulus: meaningful organization of materials (Right)** **6.Response: practice and repetition**
59	1337288	A legitimate difference between andragogy versus methods for teaching children focuses on **1.the ability to utilize past experience in the training (Right)** **2.. the desire to participate in the learning experience** **3.. the desire for relevant learning that is problem–centered** **4.the need to involve the learner in the learning process** **5.the ability to utilize past experience in the training (Right)** **6.. the desire to participate in the learning experience**
60	1337289	Knowledge of results is most helpful when: **1.it comes immediately after each response. (Right)** **2.. it comes after a series of responses** **3.. it is summarized showing average rates.** **4.. it simply tells the learners whether they were right or wrong, but not why** **5.it comes immediately after each response. (Right)** **6.. it comes after a series of responses**

QNo	Question Id	Question Description
61	1337290	The best strategy for reducing the problems of transfer of training is 1.to have the trainee practice the learning longer in each training session 2.. to have the trainee develop an action plan for implementing the new learning (Right) 3.to provide more immediate feedback during the training period 4.to lengthen the training time over additional training periods 5.to have the trainee practice the learning longer in each training session 6.. to have the trainee develop an action plan for implementing the new learning (Right)
62	1337291	Difficult tasks that are hard to comprehend usually produce what sort of learning curve? 1.positively accelerating (Right) 2.negatively accelerating 3.. linear 4.upside–down U–shaped 5.positively accelerating (Right) 6.negatively accelerating
63	1337292	Which explanation for forgetting suggests that new learning interferes with the retention of old learning? 1.repression 2.motivated forgetting (Right) 3.proactive inhibition 4.retroactive inhibition 5.repression 6.motivated forgetting (Right)

QNo	Question Id	Question Description
64	1337293	The three elements of good training objectives are: (a) they are stated in behavioral terms, (b) they specify the conditions, constraints, and time limitations, and (c) they specify 1.the standards of acceptable performance (Right) 2.. behaviors that are realistic 3.. socially acceptable activities 4.what is important to the organization 5.the standards of acceptable performance (Right) 6.. behaviors that are realistic
65	1337294	An important advantage of on-the-job training is that it 1.. provides immediate transfer of training (Right) 2.. allows employees to learn at their own rate without any pressure to produce 3.provides for greater group interaction 4.reduces the costs of supervision 5.. provides immediate transfer of training (Right) 6.. allows employees to learn at their own rate without any pressure to produce
66	1337295	The training method made famous by the War Manpower Board during World War II, which involves a brief explanation, a demonstration, and then a performance try-out by the learner, is called: 1.job instruction training (Right) 2.vestibule training 3.vicarious learning 4.behavior modeling 5.job instruction training (Right) 6.vicarious learning

QNo	Question Id	Question Description
67	1337296	Many colleges and universities have arranged for students to work part-time in a special training program as part of their education. This training is called: **1.educational credits program (Right)** **2.coordinated education** **3.an internship** **4.college trainee experience** **5.educational credits program (Right)** **6.coordinated education**
68	1337297	Which training method has limited usefulness because it does not provide for active participation of the learners, and there is no practice, no feedback, no knowledge of results, and limited transfer of training **1.. special study** **2.. simulation** **3.c. programmed instruction** **4.d. lecture (Right)** **5.. special study** **6.. simulation**

QNo	Question Id	Question Description
69	1337298	Trainee involvement and immediate feedback are prominent in which training method? 1. lecture 2.b. correspondence courses 3. c. programmed instruction (Right) 4.d. audio visual techniques 5. lecture 6.b. correspondence courses
70	1337299	QUES: The training method that presents information in small segments one frame at a time and requires the learner to make some type of response to show that each segment has been learned is called 1.a. segmented learning 2.b. incremental learning 3.c. learning by parts 4.d. programmed instruction (Right) 5.a. segmented learning 6.b. incremental learning

QNo	Question Id	Question Description
71	1337300	The major benefit of off-site training programs is 1.a. there is more space for the training to take place 2.b. job–related distractions can be minimized (Right) 3.c. the training facilities are usually more comfortable 4. d. the training can be provided by outside experts 5.a. there is more space for the training to take place 6.b. job–related distractions can be minimized (Right)
72	1337301	What are the legal restrictions on using copyrighted audio-visual materials in a training program? 1.There are no restrictions within the United States provided that an admissions fee is not charged for seeing them. 2.Copyrighted materials fall under the "fair use" clause for educational purposes. 3.The trainer can view them but they cannot be shown to trainees unless the trainer has a licensed agreement. (Right) 4.An admissions fee for all trainees must be paid either by the trainees or the company sponsoring the training 5.There are no restrictions within the United States provided that an admissions fee is not charged for seeing them. 6.Copyrighted materials fall under the "fair use" clause for educational purposes.

QNo	Question Id	Question Description
73	1337302	Tests would most likely be used for evaluating the results of training programs when which criterion is utilized? 1.. reaction 2.b. learning (Right) 3.c. behavior 4.d. results 5.. reaction 6.b. learning (Right)
74	1337303	Which of the following illustrates using results as a criteria for evaluating a supervisory training program? 1.a. an interpersonal relations rating scale completed by the subordinates of each supervisor 2.b. a 10–item questionnaire asking the supervisors to evaluate the results of the training 3.c. a frequency count of how often the supervisors praised or disciplined their subordinates over the next 8 weeks 4.d. measures of turnover, productivity improvement, and grievances in each supervisor's department (Right) 5.a. an interpersonal relations rating scale completed by the subordinates of each supervisor 6.b. a 10–item questionnaire asking the supervisors to evaluate the results of the training

QNo	Question Id	Question Description
75	1337304	While a trainer was trying to evaluate the effectiveness of a one-week training program on communication using a pre-test/post-test comparison, an international incident occurred because of a communication breakdown. This confounding event would create a competing explanation referred to in the experimental literature as: 1.b. international bias 2.c. maturation 3.d. history (Right) 4.a. Hawthorne effect 5.b. international bias 6.c. maturation
76	1337305	Which of the following is the best research design for evaluating a training program? 1.a. pre–test/post–test design using two established groups – one assigned as the experimental group and one as the control group 2.b. case study 3.c. Solomon Four–Group Design (Right) 4.d. pre–test/post–test comparison using one group 5.a. pre–test/post–test design using two established groups – one assigned as the experimental group and one as the control group 6.b. case study

QNo	Question Id	Question Description
77	1337306	: In the role transition process of organizational socialization, separation refers to: 1. a. marital separation 2. b. organizational turnover 3. c. psychologically abandoning a former role (Right) 4. d. changing to a new organization 5. a. marital separation 6. b. organizational turnover
78	1337307	Which of the following statements is the best definition of a career? 1.a. The work–related experiences of people who work in professional or technical occupations. 2.b. The work–related experiences of those who work in major corporations. 3.c. The work–related experiences of people who pursue any type of paid employment. 4. d. The work–related experiences of everyone, regardless of whether it's paid or nonpaid, in one organization or many organizations. (Right) 5.b. The work–related experiences of those who work in major corporations. 6.c. The work–related experiences of people who pursue any type of paid employment.

QNo	Question Id	Question Description
79	1337308	Being a mentor and assuming the responsibility for supervising the work of others are central activities for professionals in which stage of career development? 1.a. one 2.b. two 3.c. three (Right) 4.d. four 5.a. one 6.b. two
80	1337309	Being a mentor and assuming the responsibility for supervising the work of others are central activities for professionals in which stage of career development? 1.a. one 2.b. two 3.c. three (Right) 4.d. four 5.a. one 6.b. two

QNo	Question Id	Question Description
81	1337310	A dual career family refers to: 1.c. the major bread winner has two full–time careers 2.a. both husband and wife have a job outside the home (Right) 3.b. the husband works a part–time job in addition to a full–time job 4.d. one spouse has been married before 5.a. both husband and wife have a job outside the home (Right) 6.b. the husband works a part–time job in addition to a full–time job
82	1337311	The mommy track" is defined as 1. a. A career path for women who do not want to work outside the home. 2. A career path for women who want to be both mothers and highly successful professionals. 3.c. A career path for women who are willing to sacrifice promotions for flexible jobs with less travel so they can be more involved in raising their children. (Right) 4.d. A career path for men who raise children while their wives work." 5.d. A career path for men who raise children while their wives work." 6.c. A career path for women who are willing to sacrifice promotions for flexible jobs with less travel so they can be more involved in raising their children. (Right)

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QNo	Question Id	Question Description
83	1337312	: In developing an international human resource program, which factor is most critical to the success of an expatriate assignment in a foreign country? **1.a. equalizing negative tax consequences** **2.b. adaptation of the spouse and family to the foreign country (Right)** **3.** **c. providing for security of expatriate and the family** **4.d. readjustment training upon repatriation** **5.d. readjustment training upon repatriation** **6.** **c. providing for security of expatriate and the family**
84	1337313	Orientation training for new employees is better if: **1.trainees are warned that they will probably not succeed** **2.b. a mentor or sponsor is assigned to them (Right)** **3.** **c. they are introduced to everyone the first day** **4.d. the entire orientation training is presented the first morning** **5.trainees are warned that they will probably not succeed** **6.b. a mentor or sponsor is assigned to them (Right)**

QNo	Question Id	Question Description
85	1337314	Which of the following best describes the proper role of performance evaluation in the employment exchange? **1.a. Employers should trust employees to perform well and not have to check up on them.** **2.b. Only those employees who fail to demonstrate that they can be trusted should be evaluated.** **3.** **c. Performance evaluations should be conducted only on managers and used for promotion decisions.** **4.** **d. All employees should expect to have their performance evaluated and this information should be used for pay increase and promotion decisions (Right)** **5.a. Employers should trust employees to perform well and not have to check up on them.** **6.b. Only those employees who fail to demonstrate that they can be trusted should be evaluated.**
86	1337315	When one characteristic about a person-positive or negative-strongly influences all other attitudes about the person, this is called **1.a. leniency–strictness effect** **2.b. halo effect (Right)** **3.c. central tendency effect** **4.d. contrast effect** **5.a. leniency–strictness effect** **6.b. halo effect (Right)**

QNo	Question Id	Question Description
87	1337316	The factors on which an employee is evaluated are called 1.a. valid characteristics 2.b. the criteria of performance (Right) 3.c. practical items 4.d. unbiased characteristics 5.a. valid characteristics 6.b. the criteria of performance (Right)
88	1337317	In selecting the appropriate criteria for performance evaluation, freedom from contamination refers to 1.a. eliminating subjective impressions of supervisors 2. b. eliminating the influence of external people such as customers or clients 3.c. eliminating the effects of extraneous factors that are beyond the control of the employee (Right) 4.d. statistically adjusting the evaluations to correct for subjectivity and bias 5.d. statistically adjusting the evaluations to correct for subjectivity and bias 6.a. eliminating subjective impressions of supervisors

QNo	Question Id	Question Description
89	1337318	Categorizing employees into three categories of high, medium, and low is an illustration of which performance evaluation procedure? 1.b. Ranking 2.a. Classification (Right) 3.c. Forced choice 4.d. Partitioning 5.d. Partitioning 6.a. Classification (Right)
90	1337319	Which of the following procedures is least subject to the problems of central tendency and leniency-strictness? 1.a. Classification 2. b. Ranking (Right) 3. c. Graphic rating scales 4.d. BARS 5.d. BARS 6.a. Classification

QNo	Question Id	Question Description
91	1337320	When developing a graphic rating scale the best method for selecting the appropriate characteristics is the 1.a. survey of work values 2. b. behavioral profile 3. c. critical incident method (Right) 4.d. behavioral nomination method 5.a. survey of work values 6. b. behavioral profile
92	1337321	The major difference between a behaviorally-anchored rating scale (BARS) and a behavior observation scale (BOS) is that 1.a. only BARS is a behaviorally–based evaluation method. 2.b. with BOS, the evaluator simply records the frequency of behavior without evaluating it (Right) 3.c. only BARS contains multiple dimensions of performance 4.d. with BOS the evaluator uses more categories of effectivene 5.a. only BARS is a behaviorally–based evaluation method. 6.b. with BOS, the evaluator simply records the frequency of behavior without evaluating it (Right)

QNo	Question Id	Question Description
93	1337322	: A confrontive appraisal interview that focuses on what employees have contributed to the organization is called 1.a. a behavioral analysis 2.b. a contributions appraisal (Right) 3.c. a stress appraisal 4.d. a terminal interview 5.a. a behavioral analysis 6.b. a contributions appraisal (Right)
94	1337323	Studies examining the effects of performance evaluations on promotion decisions generally conclude that 1.a. performance information is the single most significant influence on promotion decisions 2. b. performance evaluations are second to company loyalty in determining promotions 3. c. performance information is essentially overlooked in making promotion decisions even though most managers think it is used extensively (Right) 4.d. performance information is not used and almost no one pretends that it is 5.a. performance information is the single most significant influence on promotion decisions 6. b. performance evaluations are second to company loyalty in determining promotions

QNo	Question Id	Question Description
95	1337324	According to force field analysis, **1.** **d. forces resisting change must be eliminated before change can occur** **2.** **a. change will occur when the sum of the opposing forces is zero.** **3.** **b. ignoring forces against change facilitates the change process.** **4.c. change occurs when forces in one direction exceed forces in opposing directions. (Right)** **5.** **d. forces resisting change must be eliminated before change can occur** **6.** **a. change will occur when the sum of the opposing forces is zero.**
96	1337325	What is the main drawback of overcoming resistance to change through a strategy of education and communication? **1.a. tends to be resented by union leaders** **2.b. can be very time consuming** **3.c. tends to breed suspicion** **4.d. too expensive (Right)** **5.a. tends to be resented by union leaders** **6.b. can be very time consuming**

QNo	Question Id	Question Description
97	1337326	In the action research model of organizational development, 1.a. internal rather than external change agents are used. 2. b. the change agent is responsible for generating and monitoring the change strategies 3.c. the change agent collaborates extensively with the client group in gathering and analyzing data. (Right) 4. d. all data are quantitative data that are analyzed statistically. 5.a. internal rather than external change agents are used. 6. b. the change agent is responsible for generating and monitoring the change strategies
98	1337327	Employee empowerment refers to 1.a. giving employees the freedom to identify and implement better work procedures (Right) 2.b. requiring employees to obtain the proper authorizations 3.c. a labor dispute in which employees resist the authority of management 4.d. increasing the pay of employees to make them feel powerful 5.c. a labor dispute in which employees resist the authority of management 6.a. giving employees the freedom to identify and implement better work procedures (Right)

QNo	Question Id	Question Description
99	1337328	An OD intervention refers to **1.a. a new organizational social system** **2.b. a series of planned activities designed to improve organizational functioning (Right)** **3.c. a change in the technological structure** **4.d. the adoption of new technology** **5.a. a new organizational social system** **6.b. a series of planned activities designed to improve organizational functioning (Right)**
100	1337329	Relative to OD interventions, process consultation is aimed at the _____ , whereas _____ is aimed at the entire organization. **1.a. individual; role analysis** **2.b. group; skill development** **3.c. individual; survey feedback (Right)** **4.d. group; team building** **5.d. group; team building** **6.c. individual; survey feedback (Right)**

QNo	Question Id	Question Description
101	1337330	Which organizational development technique has been criticized for possible harmful effects to participants? 1.a. Sensitivity training (Right) 2.b. Team building 3.c. Grid Organization Development 4.d. Survey feedback 5.a. Sensitivity training (Right) 6.b. Team building
102	1337331	Which of the following would probably increase rather than decrease the level of conflict between two groups? 1.a. find a common enemy 2.b. have them participate in joint social activities (Right) 3.c. exchange members between groups 4.d. engage in competitive events together 5.a. find a common enemy 6.b. have them participate in joint social activities (Right)

QNo	Question Id	Question Description
103	1337332	Which of the following would not be one of the steps in a TQM intervention? **1.a. Defining the major functions and services that must be performed.** **2.b. Identifying the customer's requirements and developing quantitative measures to assess them.** **3.** **c. Flow–charting the processes that occur within each department.** **4.d. Performing a culture audit using an ethnographic study. (Right)** **5.a. Defining the major functions and services that must be performed.** **6.b. Identifying the customer's requirements and developing quantitative measures to assess them.**
104	1337333	The change agent interviewed the old-timers to write a history of the company for younger employees who were unfamiliar with the company's background. This activity is most likely part of a _____ intervention. **1.a. structural** **2.b. historical** **3.c. cultural (Right)** **4.d. process consultation** **5.c. cultural (Right)** **6.d. process consultation**

QNo	Question Id	Question Description
105	1337334	: All of the following federal laws pertain to training and development opportunities, except: **1.a. ADEA** **2.b. ADA** **3.c. Title VII of the CRA** **4.d. FLSA (Right)** **5.a. ADEA** **6.b. ADA**
106	1337335	Two need-based motivational theories are based on work by: **1.. Adam and Skinner** **2.d. Maslow and McGregor** **3.a. Maslow and Herzberg (Right)** **4.b. McGregor and Vroom** **5.. Adam and Skinner** **6.d. Maslow and McGregor**

QNo	Question Id	Question Description
107	1337336	Theory Y managers believe that: 1. a. Most people want and like work (Right) 2.b. Employees must be closely supervised 3.c. Most people rather not work if they could afford to quit 4.d. Employees work for their paycheck 5. a. Most people want and like work (Right) 6.b. Employees must be closely supervised
108	1337337	: Behavior modification uses the theories of: 1.a. Abraham Maslow 2.b. B.F. Skinner (Right) 3.c. Peter Drucker 4.d. Frederick Taylor 5.a. Abraham Maslow 6.b. B.F. Skinner (Right)

QNo	Question Id	Question Description
109	1337338	Blake–Mouton's theory describes the following four types of leadership style: **1.a. Authoritarian, Team, country club, Impoverished (Right)** **2.b. Dominant, Authoritarian, Energized, and Team** **3.d. Team, Individualistic, Self–Adequate, and Concerned** **4.c. Authoritarian, Team, Laissez–faire, and Inadequate** **5.a. Authoritarian, Team, country club, Impoverished (Right)** **6.d. Team, Individualistic, Self–Adequate, and Concerned**
110	1337339	The three functions of HRD are: **1.** **c. Training, individual development, and organizational development (Right)** **2.a. Orientation, training, and de–employment** **3.b. Training, individual development, and strategic development** **4.d. Strategic, operation, and individual** **5.a. Orientation, training, and de–employment** **6.d. Strategic, operation, and individual**

QNo	Question Id	Question Description
111	1337340	1. The training focus of a Lower Cost Leadership business strategy would be on: **1.a. Creativity, marketing, and product knowledge** **2.b. Consistent procedures, and customer service** **3.c. Creativity and consistent procedures** **4.d. Quality control, consistency, and speed of production** **(Right)** **5.a. Creativity, marketing, and product knowledge** **6.b. Consistent procedures, and customer service**
112	1337341	Career planning is the: **1.** **a. Individual's educational and development activities taken to control the** **direction of their own career (Right)** **2.b. The organization's involvement in the employee's career plan** **3.c. Organization's goals for each employee** **4.d. Career path for management employees** **5.** **a. Individual's educational and development activities taken to control the** **direction of their own career (Right)** **6.b. The organization's involvement in the employee's career plan**

QNo	Question Id	Question Description
113	1337342	An organization may choose to do all of the following to motivate a plateaued worker, except: 1.a. Lateral moves 2.b. Promotion (Right) 3.c. Temporary assignments 4. d. Committee assignments 5.a. Lateral moves 6.b. Promotion (Right)
114	1337343	A career that progresses through a series of related occupations is a: 1.a. Spiral Career (Right) 2.b. Protean Career 3.c. Transitory Career 4.d. Linear Career 5.a. Spiral Career (Right) 6.b. Protean Career

QNo	Question Id	Question Description
115	1337344	The most common type of employee training is: 1.a. Learning by actually doing the job training (Right) 2.b. Training on off–the–job equipment 3.c. Modeling the behavior of others 4.d. A combination of classroom instruction and on–the–job training 5.a. Learning by actually doing the job training (Right) 6.b. Training on off–the–job equipment
116	1337345	Job enrichment involves: 1.a. Adding more depth to a job (Right) 2.b. Broadening the scope of a job 3.c. Rotating the order in which the tasks are done 4.d. Giving feedback directly to the employee 5.a. Adding more depth to a job (Right) 6.b. Broadening the scope of a job

QNo	Question Id	Question Description
117	1337346	All of the following are true of dual–career couples except: **1.a. They have more to lose when relocating** **2.b. They are more mobile due to higher combined incomes (Right)** **3.c. Part–time, work–at–home, and flextime are acceptable options** **4.d. Their numbers are increasing** **5.a. They have more to lose when relocating** **6.b. They are more mobile due to higher combined incomes (Right)**
118	1337347	The three functions of HRD are: **1.a. Orientation, training, and de–employment** **2.b. Training, individual development, and strategic development** **3.c. Training, individual development, and organizational development (Right)** **4.d. Strategic, operation, and individual** **5.a. Orientation, training, and de–employment** **6.b. Training, individual development, and strategic development**

QNo	Question Id	Question Description
119	1337348	The training focus of a Lower Cost Leadership business strategy would be on: 1.c. Creativity and consistent procedures 2.d. Quality control, consistency, and speed of production 3.a. Creativity, marketing, and product knowledge 4.b. Consistent procedures, and customer service (Right) 5.c. Creativity and consistent procedures 6.d. Quality control, consistency, and speed of production
120	1337349	An organization may choose to do all of the following to motivate a plateaued worker, except: 1.a. Lateral moves 2.b. Promotion (Right) 3. c. Temporary assignments 4.d. Committee assignments 5.a. Lateral moves 6.b. Promotion (Right)

QNo	Question Id	Question Description
121	1337350	A career that progresses through a series of related occupations is a: 1.a. Spiral Career (Right) 2.b. Protean Career 3.c. Transitory Career 4.d. Linear Career 5.a. Spiral Career (Right) 6.b. Protean Career
122	1337351	The most common type of employee training is: 1.a. Learning by actually doing the job training (Right) 2.b. Training on off–the–job equipment 3.c. Modeling the behavior of others 4. d. A combination of classroom instruction and on–the–job training 5.a. Learning by actually doing the job training (Right) 6.b. Training on off–the–job equipment

QNo	Question Id	Question Description
123	1337352	Job enrichment involves: 1. a. Adding more depth to a job (Right) 2.b. Broadening the scope of a job 3.c. Rotating the order in which the tasks are done 4.d. Giving feedback directly to the employee 5. a. Adding more depth to a job (Right) 6.b. Broadening the scope of a job
124	1337353	All of the following are true of dual–career couples except: 1.a. They have more to lose when relocating 2.b. They are more mobile due to higher combined incomes (Right) 3.c. Part–time, work–at–home, and flextime are acceptable 4. d. Their numbers are increasing 5.a. They have more to lose when relocating 6.b. They are more mobile due to higher combined incomes (Right)

QNo	Question Id	Question Description
125	1337354	The steps detailed in the ADDIE model of training are: 1.c. Assess, design, develop, implement, and evaluate (Right) 2. d. Assess, define, design, implement, and evaluate 3.b. Assign, design, develop, investigate, and evaluate 4.a. Assess, develop, design, implement, and evaluate 5.a. Assess, develop, design, implement, and evaluate 6.b. Assign, design, develop, investigate, and evaluate
126	1337355	Training objectives should be all of the following except: 1.b. Realistic 2.a. Specific 3.c. Easy to interpret (Right) 4.d. Timely 5.b. Realistic 6.a. Specific

QNo	Question Id	Question Description
127	1337356	Which of the following is not a basic method for evaluating training programs? 1.a. Reaction 2.b. Learning 3.c. Behavior modeling (Right) 4.d. Results 5.a. Reaction 6.b. Learning
128	1337357	Which of the following training programs would most likely be conducted by external training resources? 1.a. Harassment training 2.b. Train–the–Trainer (Right) 3.c. OSHA training 4.d. Orientation 5.a. Harassment training 6.b. Train–the–Trainer (Right)

QNo	Question Id	Question Description
129	1337358	Training expatriates to prepare for global assignments includes all of the following except: **1.a. Pre–departure training for both the employee and family** **2.b. Business etiquette of the other culture** **3.c. On–the–job training in the new country (Right)** **4.d. Cross–cultural technology** **5.a. Pre–departure training for both the employee and family** **6.b. Business etiquette of the other culture**
130	1337359	Basics are learned quickly, then learning slows are more complex skills are mastered with a _____ learning curve. **1.a. Decreasing returns (Right)** **2.** **b. Increasing returns** **3.c. S–shaped** **4.d. Plateaued** **5.a. Decreasing returns (Right)** **6.** **b. Increasing returns**

QNo	Question Id	Question Description
131	1337360	The best answer for determining if training is cost effective is to: 1.a. Look for reductions in voluntary turnover 2.b. Compare the costs and benefits associated with the training (Right) 3. c. Measure improvements in performance 4. d. Assess the attitude changes in participants 5. d. Assess the attitude changes in participants 6.a. Look for reductions in voluntary turnover
132	1337361	The performance appraisal system that specifies the performance goals that an individual and manager agree the employee will attain within a specific period of time is called: 1.a. Management by Objectives (Right) 2.b. Behavioral Expectations 3. c. Behavioral Anchored Rating 4.d. Critical Incident 5.a. Management by Objectives (Right) 6.b. Behavioral Expectations

QNo	Question Id	Question Description
133	1337362	: Rating all employees in a narrow range in the middle of the rating scale is an error of _____. 1.a. Central tendency (Right) 2.b. Contrast error 3.d. Similar–to–me 4. c. Leniency 5.a. Central tendency (Right) 6.b. Contrast error
134	1337363	The three phases of training are: 1.a. Needs assessment, implementation, evaluation (Right) 2.b. Job analysis, surveying trainees, evaluation 3.c. Commitment from upper management, needs assessment, evaluation 4.d. Approach, emphasis, presentation 5.a. Needs assessment, implementation, evaluation (Right) 6.b. Job analysis, surveying trainees, evaluation

QNo	Question Id	Question Description
135	1337364	The Hawthorne Studies focused on which of the following: 1.a. Assessing the impact of physical and environment on performance (Right) 2. b. Factors of employee's social groups and interpersonal relationships created at the work place 3.c. Examining interpersonal behavior and credibility 4.d. Examining the factors that determine the need for achievement 5.a. Assessing the impact of physical and environment on performance (Right) 6. b. Factors of employee's social groups and interpersonal relationships created at the work place
136	1337365	What does the acronym KSA represent: 1.a. Knowledge, skill, ability (Right) 2.b. Knowledge, social, ability 3.c. Knowledge, skills, accountability 4.d. None of the above 5.a. Knowledge, skill, ability (Right) 6.b. Knowledge, social, ability

QNo	Question Id	Question Description
137	1337366	A pharmaceutical company is undertaking a joint venture that enables it to sell a new drug. The Company is on a tight time frame and needs to provide training for 150 sales representatives located throughout the U.S. Which of the following needs assessment methods should the company use to create the sales representatives' buy-in? 1. A. Questionnaire 2.B. Phone interviews (Right) 3.C. Assessment center 4.D. Observation 5. A. Questionnaire 6.B. Phone interviews (Right)
138	1337367	The training director for a company that wants to provide training for its 30 customer service representatives wants to undertake a needs analysis. What is the best way to gather information about customer service problems and solutions since the representatives are located at headquarters? 1.A. Review employee records to define past customer service problems. 2.B. Form an advisory committee consisting of customer service, training, and operations managers. 3.C. Ask customer service representatives to fill out questionnaires related to their training needs 4.D. Conduct a series of focus groups with customer service representatives. (Right) 5.A. Review employee records to define past customer service problems. 6.B. Form an advisory committee consisting of customer service, training, and operations managers.

QNo	Question Id	Question Description
139	1337368	The training director for a company that wants to provide training for its 30 customer service representatives wants to undertake a needs analysis. Once the data has been gathered, the next step is to 1. A. report the needs that training can and cannot meet. (Right) 2.B. develop the objectives for the training program. 3. C. propose a series of solutions for customer service problems. 4.D. decide whether to develop or buy the training program. 5. A. report the needs that training can and cannot meet. (Right) 6.B. develop the objectives for the training program.
140	1337369	Which of the following statements about a good training objective is true? 1.B. It states what a trainee will be able to do as a result of training. (Right) 2. A. It includes the consequences of not meeting the objective. 3.D. It includes directions for meeting the objective. 4. C. It states the role that management will play in the training. 5.D. It includes directions for meeting the objective. 6. A. It includes the consequences of not meeting the objective.

QNo	Question Id	Question Description
141	1337370	A company purchases new billing software that will be used by its customer service and accounting departments. Which ofthe following training methods will be MOST effective in training employees to use the new system? 1. A. Reading and a PowerPoint presentation 2.B. Group discussion and structured exercises 3.C. Demonstration and structured exercises (Right) 4.D. Reading and case study 5. A. Reading and a PowerPoint presentation 6.B. Group discussion and structured exercises
142	1337371	Which ofthe following is NOT a goal of orientation? 1. A. To provide remedial skills training (Right) 2.C. To understand company policies and procedures 3.B. To establish relationships with coworkers 4.D. To gain a feeling of belonging 5. A. To provide remedial skills training (Right) 6.B. To establish relationships with coworkers

QNo	Question Id	Question Description
143	1337372	What is the MOST important reason for conducting an internal marketing campaign for a new training program? 1. A. It protects a company from charges of discrimination. 2.D. It increases the company's reputation in the marketplace.' 3.B. It makes HRD more visible to the organization. 4.C. It increases employee motivation to participate. (Right) 5.D. It increases the company's reputation in the marketplace.' 6.B. It makes HRD more visible to the organization.
144	1337373	Transfer of training refers to a trainee's ability to 1. A. teach others what they have learned. 2.B. evaluate the effectiveness of training. 3.C. pass a final exam at the end of the training session. 4.D. apply what they have learned on the job. (Right) 5. A. teach others what they have learned. 6.B. evaluate the effectiveness of training.

QNo	Question Id	Question Description
145	1337374	What is the difference between career management and career planning? 1.A. Career management focuses on the organization's needs; career planning focuses on the individual's needs. **(Right)** 2.B. Career management assesses career paths within the organization; career planning focuses on building a pool of workers qualified for specific assignments. 3.C. Career management assumes that employees are responsible for planning their own careers; career planning assumes that the company is responsible for planning employee careers. 4.D. Career management is based on communication between managers and employees; career planning is done by the employee alone. 5.A. Career management focuses on the organization's needs; career planning focuses on the individual's needs. **(Right)** 6.B. Career management assesses career paths within the organization; career planning focuses on building a pool of workers qualified for specific assignments.
146	1337375	Replacement planning is based on an organization's ability to 1.A. plan specific goals and assignments for individuals. 2. B. find candidates with development potential. 3.C. identify the best available candidate for a job. **(Right)** 4.D. test candidates' potential early in their careers. 5.A. plan specific goals and assignments for individuals. 6. B. find candidates with development potential.

QNo	Question Id	Question Description
147	1337376	A job design strategy that increases the variety of responsibilities but requires the same skill level is referred to as 1.A. job enlargement. (Right) 2.B. job enrichment. 3.C. job simplification. 4.D. job specialization 5.A. job enlargement. (Right) 6.B. job enrichment.
148	1337377	Which leadership theory maintains that performance depends on the interaction between situation favorableness and leadership style? 1.A. Contingency (Right) 2.B. Trait 3.C. Behavioral 4. D. Situational 5.A. Contingency (Right) 6.B. Trait

QNo	Question Id	Question Description
149	1337378	Which of the following activities is typical of a transactional leader? **1.A. Provides vision to workers** **2.B. Intervenes when standards are not met (Right)** **3.C. Gives personal attention** **4.D. Communicates high expectations** **5.A. Provides vision to workers** **6.B. Intervenes when standards are not met (Right)**
150	1337379	What is the value of a strong corporate culture? **1.** **A. It makes maintenance of the status quo more likely.** **2.B. It gives members an organizational identity. (Right)** **3.** **C. It eliminates the need for a corporate ethics officer.** **4.** **D. It makes it easier for employees to question corporate values** **5.** **A. It makes maintenance of the status quo more likely.** **6.B. It gives members an organizational identity. (Right)**

QNo	Question Id	Question Description
151	1337380	An organization is concerned that managers have too many employees reporting to them and too many employees who report to more than one manager, hindering efficiency and resulting in conflicting goals. Which type of OD strategy will address this problem? 1.C. Structural (Right) 2.D. Process 3. A. Interpersonal 4.B. Technological 5.C. Structural (Right) 6.D. Process
152	1337381	An interviewer believes that older workers are more difficult to train and make more mistakes than younger workers. This form of performance appraisal error is 1.A. deficiency. 2.B. contamination. 3.C. bias. (Right) 4.D. conflict. 5.A. deficiency. 6.B. contamination.

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QNo	Question Id	Question Description
153	1337382	An employee who is extremely good at answering customer questions on technical software is not good at completing paperwork or working with fellow employees. n spite ofthis, the employee is rated highly in all performance categories. What performance appraisal error has occurred? 1.A. Recency 2.B. Halo effect (Right) 3.C. Bias 4.D. Leniency 5.C. Bias 6.B. Halo effect (Right)
154	1337383	A manager wants to introduce new changes in his organization. However he experiences a lot of resistance from employees at every level of the organization from management to line workers to the proposed changes that must be placed into effect immediately to ensure the organization continues successfully. Which of the following alternatives to implementing the change is NOT a good solution for overcoming the employee resistance? E. He bargains with the employee for changes 1.A. He uses force by power 2.B. He offers reward for change 3.C. He educates about the merits of change 4.D. He takes his employee for dinner and bribes him (Right) 5.A. He uses force by power 6.B. He offers reward for change

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QNo	Question Id	Question Description
155	1337384	An employee training and development program which is designed to help the employee get the most out of it has the best results in the long term growth of any organization. Human resources is to play a significant role in the development of this training program. Out of the following factors which factor is the MOST IMPORTANT in designing of a training program? E. Correcting trainees problems 1. **A. Defining outcomes (Right)** **2.B. Hiring trainees** **3.C. Recruiting trainees** **4.** **D. Evaluating the progress of trainees** **5.** **A. Defining outcomes (Right)** **6.B. Hiring trainees**
156	1337385	An Information Technology company is testing a new training program which involves lectures, demonstrations, reading sessions, group discussion, role play, and case studies. The teachers must ensure every one of the employees who attends the training session understands and can quickly implement the information provided. Which one of the statements may apply to this situation? **1.A. The trainer must employ only one of the above learning methods.** **2.** **B. The trainer must employ all of the above learning methods.** **3.C. The trainer must employ only two of the above learning methods.** **4.D. The trainer can employ the learning methods which are most suitable for his training program. (Right)** **5.D. The trainer can employ the learning methods which are most suitable for his training program. (Right)** **6.A. The trainer must employ only one of the above learning methods.**

QNo	Question Id	Question Description
157	1337386	A manager may choose to have a larger group of new employee trainees or a smaller group. He has worked carefully with the HR department to coordinate employees to all meet for an in office, lecture style training program. If he chooses to train a larger group in an effort to save time and money for the organization, which of the following statements is true? 1.B. Small rooms can be used to accommodate a large group to be trained. 2. C. Office space of each employee can be used to accommodate a large group to be trained. 3. D. The manager's office can be used to accommodate a large group to be trained. 4.A. Classrooms must be used to accommodate a large group to be trained. (Right) 5.B. Small rooms can be used to accommodate a large group to be trained. 6. C. Office space of each employee can be used to accommodate a large group to be trained.
158	1337387	A classroom-based program , led through discussion, role play, or training videos in conjunction with discussion work best when teaching complicated ideas or methods of interacting with other people. Sexual harassment training, leadership training, sales training, interview training, and other types of real world interactions are best suited for a classroom training environment using training videos as a supporting resource. Which of the statements does not portray the benefits of classroom training? 1.A. Classrooms can accommodate a large number of trainees. 2. B. Classrooms provide formal learning environments. 3. C. Classrooms are well equipped for training purposes. 4.D. Classrooms allow little interaction among trainees. (Right) 5. B. Classrooms provide formal learning environments. 6. C. Classrooms are well equipped for training purposes.

QNo	Question Id	Question Description
159	1337388	A manager wants to promote group interaction in the training session that he is conducting. Lack of accountability of individuals within a group, off-task conversations, and employees who try to dominate the discussion are just some of the potential problems surrounding group interactions. Which of the following learning methods involves maximum group interaction among participants in a training program? 1. B. Lectures 2.A. Orientations 3. D. Group Discussions (Right) 4.C. Case studies 5.A. Orientations 6. B. Lectures
160	1337389	Which of the following learning methods DOES NOT promote one-to-one interaction among participants in a training program? The training program is informing employees of a new safety measure that must be put into place, complete understanding by employees is vital. A good one-on-one session is when trainers focus more on trainees than on how they are conveying the information. 1.A. Role–playing 2.B. Case studies (Right) 3.C. Group Discussions 4.D. Lectures 5.A. Role–playing 6.B. Case studies (Right)

QNo	Question Id	Question Description
161	1337390	Many of today's leaders in both the private and public sectors are finding that they are experiencing rapid change and reorganization, accompanied by shifting priorities that lead to new organizational goals and objectives. Which of the following describes the organization development process? 1.A. It looks at the values of the organization, external environment, organization behavior reactions (Right) 2. B. It supports the improvement of workplace performance by effectively managing change and providing the ability to proactively address these issues 3. C. It promotes the performance of the organization planned approach 4.D. It allows acceptance of change 5.A. It looks at the values of the organization, external environment, organization behavior reactions (Right) 6. B. It supports the improvement of workplace performance by effectively managing change and providing the ability to proactively address these issues
162	1337391	The diagnostic process of needs assessment often starts with: 1.A job analysis 2.A gap analysis 3.A concern (Right) 4.An organizational audit 5.A concern (Right) 6.An organizational audit
163	1337392	The evolution of training activities has moved towards 1.Specific on the job requirements using technology as the learning coach (Right) 2.Time and motion studies 3.Needs driven by productivity and efficiency concerns 4.Identifying opportunities to build intellectual capital 5.Time and motion studies 6.Specific on the job requirements using technology as the learning coach (Right)

QNo	Question Id	Question Description
164	1337393	key principle of adult learning suggests that adults: 1.Are keenly open to change (Right) 2.Tend to be problem centred 3.Do not need theoretical knowledge, just practical applications 4.Prefer a relaxing "lecture style" training delivery 5.Are keenly open to change (Right) 6.Tend to be problem centred
165	1337394	Which of the following activities is typical of a transactional leader? 1.A. Provides vision to workers 2.B. Intervenes when standards are not met (Right) 3.C. Gives personal attention 4.D. Communicates high expectations 5.A. Provides vision to workers 6.B. Intervenes when standards are not met (Right)
166	1337395	What is the value of a strong corporate culture? 1.A. It makes maintenance of the status quo more likely. 2. B. It gives members an organizational identity. (Right) 3.C. It eliminates the need for a corporate ethics officer. 4.D. It makes it easier for employees to question corporate values. 5.A. It makes maintenance of the status quo more likely. 6. B. It gives members an organizational identity. (Right)

QNo	Question Id	Question Description
167	1337396	An organization is concerned that managers have too many employees reporting to them and too many employees who report to more than one manager, hindering efficiency and resulting in conflicting goals. Which type of OD strategy will address this problem? 1.B. Technological 2.C. Structural (Right) 3.D. Process 4.A. Interpersonal 5.B. Technological 6.C. Structural (Right)
168	1337397	A training specialist is able to show that training has decreased turnover by 10%. At what level has the training been evaluated? 1.A. Learning 2.B. Results (Right) 3.C. Reaction 4.D. Behavior 5.A. Learning 6.B. Results (Right)

QNo	Question Id	Question Description
169	1337398	Transfer of training refers to a trainee's ability to . 1.A. teach others what they have learned. 2.B. evaluate the effectiveness of training. 3. C. pass a final exam at the end ofthe training session 4.D. apply what they have learned on the job. (Right) 5.A. teach others what they have learned. 6.B. evaluate the effectiveness of training.
170	1337399	What is the MOST important reason for conducting an internal marketing campaign for a new training program? 1.A. It protects a company from charges of discrimination. 2. B. It makes HRD more visible to the organization. 3.C. It increases employee motivation to participate. (Right) 4.D. It increases the company's reputation in the marketplace.' 5.A. It protects a company from charges of discrimination. 6. B. It makes HRD more visible to the organization.

QNo	Question Id	Question Description
171	1337400	Which ofthe following is NOT a goal of orientation? 1.A. To provide remedial skills training (Right) 2.B. To establish relationships with coworkers 3.C. To understand company policies and procedures 4.D. To gain a feeling of belonging 5.A. To provide remedial skills training (Right) 6.B. To establish relationships with coworkers
172	1337401	A company purchases new billing software that will be used by its customer service and accounting departments. Which ofthe following training methods will be MOST effective in training employees to use the new system? 1.A. Reading and a PowerPoint presentation 2.B. Group discussion and structured exercises 3.C. Demonstration and structured exercises (Right) 4. D. Reading and case study 5. D. Reading and case study 6.A. Reading and a PowerPoint presentation

QNo	Question Id	Question Description
173	1337402	Which of the following statements about a good training objective is true? 1.A. It includes the consequences of not meeting the objective. 2.B. It states what a trainee will be able to do as a result of training. (Right) 3.C. It states the role that management will play in the training. 4.D. It includes directions for meeting the objective 5.A. It includes the consequences of not meeting the objective. 6.B. It states what a trainee will be able to do as a result of training. (Right)
174	1337403	. The training director for a company that wants to provide training for its 30 customer service representatives wants to undertake a needs analysis. Once the data has been gathered, the next step is to 1.A. report the needs that training can and cannot meet. (Right) 2.B. develop the objectives for the training program. 3.C. propose a series of solutions for customer service problems. 4.D. decide whether to develop or buy the training program. 5.A. report the needs that training can and cannot meet. (Right) 6.B. develop the objectives for the training program.

QNo	Question Id	Question Description
175	1337404	The training director for a company that wants to provide training for its 30 customer service representatives wants to undertake a needs analysis. What is the best way to gather information about customer service problems and solutions since the representatives are located at headquarters? 1. A. Review employee records to define past customer service problems. 2. B. Form an advisory committee consisting of customer service, training, and operations managers. 3.C. Ask customer service representatives to fill out questionnaires related to their training needs. 4.D. Conduct a series of focus groups with customer service representatives. (Right) 5. A. Review employee records to define past customer service problems. 6. B. Form an advisory committee consisting of customer service, training, and operations managers.

QNo	Question Id	Question Description
176	1337405	A pharmaceutical company is undertaking a joint venture that enables it to sell a new drug. The Company is on a tight time frame and needs to provide training for 150 sales representatives located throughout the U.S. Which ofthe following needs assessment methods should the company use to create the sales representatives' buy-in? 1.A. Questionnaire 2.B. Phone interviews (Right) 3.C. Assessment center 4.D. Observation 5.A. Questionnaire 6.B. Phone interviews (Right)
177	1337406	Which ofthe following statements about an organizational needs assessment is true? 1.A. It uses employee interviews to determine training needs. 2.B. It identifies,how well individuals perform their jobs. 3.C. It indicates gaps between job requirements and job performance. 4.D. It identifies the impact of change on future training. (Right) 5.A. It uses employee interviews to determine training needs. 6.B. It identifies,how well individuals perform their jobs.

QNo	Question Id	Question Description
178	1337407	Which ofthe following is true of training needs assessments?
		1.D. They do not consider the conditions under which training is conducted
		2.A. They are concerned with employee skill gaps, not attitudes.
		3.B. They can be eliminated if management knows what training is needed.
		4.C. They serve as base line for evaluating training effectiveness. (Right)
		5.C. They serve as base line for evaluating training effectiveness. (Right)
		6.D. They do not consider the conditions under which training is conducted
179	1337408	Which of the following statements about adult learners is true?
		1.A. They are more open to new ideas and alternative options than are student learners.
		2.B. They are not motivated by external incentives since self–satisfaction is most important.
		3.C. They can assess their own progress and do not need feedback from the instructor.
		4.D.They are inclined to refer to past experiences and want opportunities to share them. (Right)
		5.A. They are more open to new ideas and alternative options than are student learners.
		6.B. They are not motivated by external incentives since self–satisfaction is most important.

QNo	Question Id	Question Description
180	1337409	: A learning organization is an organization that 1.B. advocates internal rather than external networking. 2.A. encourages each department to function independently. 3.C. takes responsibility for the learning of its employees. 4.D.manages change and adapts to its environment (Right) 5.A. encourages each department to function independently. 6.B. advocates internal rather than external networking.
181	1337410	What is the difference between training activities and developmental activities? 1.A. Training activities prepare employees for their present jobs; developmental activities prepare employees for future jobs. (Right) 2. B. Training activities focus on the acquisition of new skills; developmental activities correct skill deficiencies. 3.C. Training activities are broader in focus; developmental activities have a narrow focus. 4.D. There is no difference; the two terms are interchangeable. 5.A. Training activities prepare employees for their present jobs; developmental activities prepare employees for future jobs. (Right) 6. B. Training activities focus on the acquisition of new skills; developmental activities correct skill deficiencies.

QNo	Question Id	Question Description
182	1337411	A training technique that involves transferring trainees to different jobs to broaden their focus and to increase their knowledge is: 1. d. Computer–assisted instruction 2. a. Job rotation (Right) 3.b. Job–instruction training 4. c. Imitative learning 5. d. Computer–assisted instruction 6. a. Job rotation (Right)
183	1337412	Which is not one of the six levels of learning? 1.d. Apprenticeship (Right) 2. a. Knowledge 3. b. Application 4.c. Analysis 5. a. Knowledge 6. b. Application

QNo	Question Id	Question Description
184	1337413	Which is not one of the four criteria for evaluating training programs? 1.a. Behavior 2.b. Synthesis (Right) 3.c. Reactions 4.d. Learning 5.a. Behavior 6.b. Synthesis (Right)
185	1337414	1. : Training is most effective in resolving 1.Skill gaps (Right) 2.Attitudinal problems 3.Poor motivation 4.Attendance issues 5.Skill gaps (Right) 6.Attitudinal problems
186	1337415	The term which describes long term training which includes a combination of both on-the-job and in-class training is: 1.Mentorship 2.Computer based training 3.Vestibule training 4.Apprenticeship (Right) 5.Mentorship 6.Computer based training

QNo	Question Id	Question Description
187	1337416	**Which item is NOT an example of an indirect training cost?** **1.Low productivity** **2.Overtime** **3.Increased scrap** **4.Room and food charges (Right)** **5.Overtime** **6.Increased scrap**
188	1337417	**The phrase "transfer of training" refers to:** **1.Moving training schedules around to accommodate production concerns** **2.Freely sharing written training material with colleagues** **3.Acquiring and evaluating skills during a training course (Right)** **4.Implementing and maintaining new knowledge and skills back in the workplace** **5.Acquiring and evaluating skills during a training course (Right)** **6.Implementing and maintaining new knowledge and skills back in the workplace**
189	1337418	**The evolution of training activities has moved towards:** **1.Specific on the job requirements using technology as the learning coach (Right)** **2.Time and motion studies** **3.Needs driven by productivity and efficiency concerns** **4.Identifying opportunities to build intellectual capital** **5.Specific on the job requirements using technology as the learning coach (Right)** **6.Time and motion studies**

QNo	Question Id	Question Description
190	1337419	The diagnostic process of needs assessment often starts with: 1.A job analysis 2.A gap analysis 3.A concern (Right) 4.An organizational audit 5.A job analysis 6.A gap analysis
191	1337420	The cognitive domain hierarchy of learning starts with: 1.Knowledge (Right) 2.Receiving 3.Perception 4.Motivation 5.Knowledge (Right) 6.Receiving
192	1337421	The unique characteristics of a learning organization is 1.a. the members learn about each other 2.b. it has the capacity to gather new information and use it for improvement (Right) 3.c . it focuses on selecting new employees who love learning and are highly skilled 4.d. employees are rewarded for submitting creative suggestions and participating in their implementation 5.a. the members learn about each other 6.b. it has the capacity to gather new information and use it for improvement (Right)

QNo	Question Id	Question Description
193	1337422	The best reason for presenting a training program is because: 1.a. it contributes to the organization's goals and objectives (Right) 2.b. it has been highly advertised. 3.c. competitors are using the training. 4.d. concern about federal agency pressure. 5.a. it contributes to the organization's goals and objectives (Right) 6.b. it has been highly advertised.
194	1337423	The systems model of training contains three phases: _____, training and development, and evaluation. 1.a. preparation 2. c. introduction 3.d. organizing 4.b. assessment (Right) 5.a. preparation 6.b. assessment (Right)
195	1337424	In assessing training needs, an examination of production efficiency, labor costs, turnover, and accidents would be part of which training needs analysis? 1.a. personnel 2.b. task 3.c. operations 4.d. organizational (Right) 5.a. personnel 6.b. task

QNo	Question Id	Question Description
196	1337425	The major difference between training and education is that: **1.a. education refers more to acquiring specific skills.** **2.b. education is more closely related to learning a particular job.** **3.c. training provides more general knowledge.** **4.d. training narrows the range of responses while education broadens the range. (Right)** **5.a. education refers more to acquiring specific skills.** **6.b. education is more closely related to learning a particular job.**
197	1337426	The best method for conducting a training needs analysis when data needs to be obtained from a large number of employees is **1.a. interviews** **2.d. focus groups** **3.b. observations** **4.c. questionnaires (Right)** **5.a. interviews** **6.b. observations**
198	1337427	The process of selectively reinforcing a response to change the behavior of a person is associated with **1.a. behavioral modeling** **2.b. operant conditioning (Right)** **3.c. education** **4.d. learning** **5.a. behavioral modeling** **6.b. operant conditioning (Right)**

QNo	Question Id	Question Description
199	1337428	The phrase "transfer of training" refers to: 1.Moving training schedules around to accommodate production concerns 2.Freely sharing written training material with colleagues 3.Acquiring and evaluating skills during a training course (Right) 4. Implementing and maintaining new knowledge and skills back in the workplace 5.Acquiring and evaluating skills during a training course (Right) 6.Moving training schedules around to accommodate production concerns
200	1337429	Which item is NOT an example of an indirect training cost? 1.Overtime 2.Increased scrap 3.Room and food charges (Right) 4.Low productivity 5.Overtime 6.Increased scrap
201	1337430	1. Training is most effective in resolving: 1.Skill gaps (Right) 2.Attitudinal problems 3.Poor motivation 4.Attendance issues 5.Skill gaps (Right) 6.Attitudinal problems
202	1337431	A key principle of adult learning suggests that adults: 1.Are keenly open to change (Right) 2.Tend to be problem centred 3.Do not need theoretical knowledge, just practical applications 4.Prefer a relaxing "lecture style" training delivery 5.Are keenly open to change (Right) 6.Tend to be problem centred

QNo	Question Id	Question Description
203	1337432	A classroom-based program , led through discussion, role play, or training videos in conjunction with discussion work best when teaching complicated ideas or methods of interacting with other people. Sexual harassment training, leadership training, sales training, interview training, and other types of real world interactions are best suited for a classroom training environment using training videos as a supporting resource. Which of the statements does not portray the benefits of classroom training? **1.A. Classrooms can accommodate a large number of trainees.** **2.** **B. Classrooms provide formal learning environments.** **3.C. Classrooms are well equipped for training purposes.** **4.D. Classrooms allow little interaction among trainees. (Right)** **5.A. Classrooms can accommodate a large number of trainees.** **6.** **B. Classrooms provide formal learning environments.**
204	1337433	A manager wants to promote group interaction in the training session that he is conducting. Lack of accountability of individuals within a group, off-task conversations, and employees who try to dominate the discussion are just some of the potential problems surrounding group interactions. Which of the following learning methods involves maximum group interaction among participants in a training program? **1.A. Orientations** **2.B. Lectures** **3.C. Case studies** **4.D. Group Discussions (Right)** **5.A. Orientations** **6.B. Lectures**

QNo	Question Id	Question Description
205	1337434	Which of the following learning methods DOES NOT promote one-to-one interaction among participants in a training program? The training program is informing employees of a new safety measure that must be put into place, complete understanding by employees is vital. A good one-on-one session is when trainers focus more on trainees than on how they are conveying the information. 1.A. Role–playing 2.B. Case studies (Right) 3.C. Group Discussions 4.D. Lectures 5.C. Group Discussions 6.A. Role–playing
206	1337435	Many of today's leaders in both the private and public sectors are finding that they are experiencing rapid change and reorganization, accompanied by shifting priorities that lead to new organizational goals and objectives. Which of the following describes the organization development process? E. It shifts the responsibility of change from the employee to management 1.C. It promotes the performance of the organization planned approach 2.D. It allows acceptance of change 3. A. It looks at the values of the organization, external environment, organization behavior reactions (Right) 4.B. It supports the improvement of workplace performance by effectively managing change and providing the ability to proactively address these issues 5.C. It promotes the performance of the organization planned approach 6.D. It allows acceptance of change

QNo	Question Id	Question Description
207	1337436	Organizational learning is an area of knowledge within organizational theory that studies models and theories about the way an organization learns and adapts. Which of these is a characteristic of an adaptive organization? 1.A. It is able to sense changes in signals from its environment (both internal and external) and adapt accordingly (Right) 2.B. It is able to sense changes in signals from its environment (both internal and external) and bud does not adapt 3.C. It is unable to sense changes in signals from its environment (both internal and external) but adapts anyway 4. D. It is able to sense changes in signals from its internal environment and adapt accordingly 5.C. It is unable to sense changes in signals from its environment (both internal and external) but adapts anyway 6.B. It is able to sense changes in signals from its environment (both internal and external) and bud does not adapt
208	1337437	One of the differences between pedagogy and androgogy is that 1.Adults are keenly receptive to change 2.Freely sharing written training material with colleagues 3.Adult motivation is primarily intrinsic not extrinsic (Right) 4.Adults are oriented to learning using a subject centered approach 5.Adult motivation is primarily intrinsic not extrinsic (Right) 6.Adults are keenly receptive to change
209	1337438	When structuring training objectives, the trainer should: 1.Give trainees a clear understanding of what to expect (Right) 2. Isolate all learning objectives in a single learning domain 3.Encourage trainees to evaluate whether they can omit certain course objectives 4.? Focuses on the processes used to achieve organizational goals 5.Give trainees a clear understanding of what to expect (Right) 6. Isolate all learning objectives in a single learning domain

QNo	Question Id	Question Description
210	1337439	example of a technical barrier to effective performance is: **1.Group norms** **2.Poor job design (Right)** **3.Ineffective feedback** **4.? Work climate and attitudes** **5.Group norms** **6.Poor job design (Right)**
211	1337440	Training works best under which of the following conditions: **1.The task is easy and perfection is not required (Right)** **2.Correct performance is critical** **3.The task is infrequently performed** **4.Implementing and maintaining new knowledge and skills back in the workplace** **5.The task is easy and perfection is not required (Right)** **6.Correct performance is critical**
212	1337441	The unique characteristics of a learning organization is that **1.a. the members learn about each other** **2.b. it has the capacity to gather new information and use it for improvement (Right)** **3.c. it focuses on selecting new employees who love learning and are highly skilled** **4.employees are rewarded for submitting creative suggestions and participating in their implementation** **5.employees are rewarded for submitting creative suggestions and participating in their implementation** **6.a. the members learn about each other**
213	1337442	The best reason for presenting a training program is because: . . **1.a. it contributes to the organization's goals and objectives (Right)** **2.b. it has been highly advertised** **3.c. competitors are using the training.** **4.d. concern about federal agency pressure** **5.a. it contributes to the organization's goals and objectives (Right)** **6.b. it has been highly advertised**

QNo	Question Id	Question Description
214	1337443	The systems model of training contains three phases: _____, training and development, and evaluation. **1.a. preparation** **2.b. assessment (Right)** **3.c. introduction** **4.d. organizing** **5.a. preparation** **6.b. assessment (Right)**
215	1337444	In assessing training needs, an examination of production efficiency, labor costs, turnover, and accidents would be part of which training needs analysis? **1.a. personnel** **2.b. task** **3.c. operations** **4.d. organizational (Right)** **5.d. organizational (Right)** **6.b. task**
216	1337445	The major difference between training and education is that: **1.a. education refers more to acquiring specific skills.** **2.b. education is more closely related to learning a particular job.** **3.c. training provides more general knowledge.** **4.** **d. training narrows the range of responses while education broadens the range. (Right)** **5.c. training provides more general knowledge.** **6.** **d. training narrows the range of responses while education broadens the range. (Right)**
217	1337446	The best method for conducting a training needs analysis when data needs to be obtained from a large number of employees is **1.c. questionnaires (Right)** **2.b. observations** **3.a. interviews** **4.d. focus groups** **5.a. interviews** **6.b. observations**

QNo	Question Id	Question Description
218	1337447	Knowledge of results is most helpful when: **1.a. it comes immediately after each response. (Right)** **2.b. it comes after a series of responses.** **3.c. it is summarized showing average rates.** **4.d. it simply tells the learners whether they were right or wrong, but not why.** **5.a. it comes immediately after each response. (Right)** **6.b. it comes after a series of responses.**
219	1337448	The best strategy for reducing the problems of transfer of training is **1.. to have the trainee develop an action plan for implementing the new learning (Right)** **2.** **c. to provide more immediate feedback during the training period** **3.** **d. to lengthen the training time over additional training periods** **4.a. to have the trainee practice the learning longer in each training session** **5.. to have the trainee develop an action plan for implementing the new learning (Right)** **6.** **d. to lengthen the training time over additional training periods**
220	1337449	The three elements of good training objectives are: (a) they are stated in behavioral terms, (b) they specify the conditions, constraints, and time limitations, and (c) they specify **1.a. the standards of acceptable performance (Right)** **2.** **b. behaviors that are realistic** **3.c. socially acceptable activities** **4.d. what is important to the organization** **5.a. the standards of acceptable performance (Right)** **6.** **b. behaviors that are realistic**
221	1337450	An important advantage of on-the-job training is that it **1.a. provides immediate transfer of training (Right)** **2.b. allows employees to learn at their own rate without any pressure to produce** **3.d. reduces the costs of supervision** **4.c. provides for greater group interaction** **5.a. provides immediate transfer of training (Right)** **6.b. allows employees to learn at their own rate without any pressure to produce**

QNo	Question Id	Question Description
222	1337451	The training method made famous by the War Manpower Board during World War II, which involves a brief explanation, a demonstration, and then a performance try-out by the learner, is called: **1.a. job instruction training (Right)** **2.b. vestibule training** **3.c. vicarious learning** **4.d. behavior modeling** **5.a. job instruction training (Right)** **6.b. vestibule training**
223	1337452	Many colleges and universities have arranged for students to work part-time in a special training program as part of their education. This training is called: **1.b. educational credits program** **2.c. coordinated education** **3.d. an internship (Right)** **4.a. college trainee experience** **5.a. college trainee experience** **6.b. educational credits program**
224	1337453	Which training method has limited usefulness because it does not provide for active participation of the learners, and there is no practice, no feedback, no knowledge of results, and limited transfer of training? **1.a. special study** **2.b. simulation** **3.c. programmed instruction** **4.d. lecture (Right)** **5.a. special study** **6.b. simulation**
225	1337454	Trainee involvement and immediate feedback are prominent in which training method? **1.a. lecture** **2.b. correspondence courses** **3.c. programmed instruction (Right)** **4.d. audio visual techniques** **5.a. lecture** **6.b. correspondence courses**

QNo	Question Id	Question Description
226	1337455	The major benefit of off-site training programs is 1.a. there is more space for the training to take place 2.b. job-related distractions can be minimized (Right) 3.c. the training facilities are usually more comfortable 4.d. the training can be provided by outside experts 5.a. there is more space for the training to take place 6.b. job-related distractions can be minimized (Right)
227	1337456	Tests would most likely be used for evaluating the results of training programs when which criterion is utilized? 1.a. reaction 2.b. learning (Right) 3.c. behavior 4.d. results 5.b. learning (Right) 6.a. reaction
228	1337457	Orientation training for new employees is better if: 1.a. trainees are warned that they will probably not succeed 2. b. a mentor or sponsor is assigned to them (Right) 3.c. they are introduced to everyone the first day 4.d. the entire orientation training is presented the first morning 5.a. trainees are warned that they will probably not succeed 6. b. a mentor or sponsor is assigned to them (Right)
229	1337458	What is the main drawback of overcoming resistance to change through a strategy of education and communication? 1.a. tends to be resented by union leaders 2.b. can be very time consuming (Right) 3. c. tends to breed suspicion 4.d. too expensive 5.a. tends to be resented by union leaders 6.b. can be very time consuming (Right)

QNo	Question Id	Question Description
230	1337459	Theory Y managers believe that: **1.a. Most people want and like work (Right)** **2.b. Employees must be closely supervised** **3.c. Most people rather not work if they could afford to quit** **4.d. Employees work for their paycheck** **5.a. Most people want and like work (Right)** **6.b. Employees must be closely supervised**
231	1337460	The three functions of HRD are: **1.a. Orientation, training, and de-employment** **2.** **b. Training, individual development, and strategic development** **3.** **c. Training, individual development, and organizational development (Right)** **4.d. Strategic, operation, and individual** **5.a. Orientation, training, and de-employment** **6.** **b. Training, individual development, and strategic development**
232	1337461	The most common type of employee training is: **1.a. Learning by actually doing the job training (Right)** **2.d. A combination of classroom instruction and on-the-job training** **3.b. Training on off-the-job equipment** **4.c. Modeling the behavior of others** **5.a. Learning by actually doing the job training (Right)** **6.b. Training on off-the-job equipment**
233	1337462	Training objectives should be all of the following except: **1.b. Realistic** **2.c. Easy to interpret (Right)** **3.d. Timely** **4.a. Specific** **5.a. Specific** **6.b. Realistic**

QNo	Question Id	Question Description
234	1337463	The best answer for determining if training is cost effective is to: **1.a. Look for reductions in voluntary turnover** **2.b. Compare the costs and benefits associated with the training (Right)** **3.c. Measure improvements in performance** **4.d. Assess the attitude changes in participants** **5.a. Look for reductions in voluntary turnover** **6.b. Compare the costs and benefits associated with the training (Right)**
235	1337464	The three phases of training are: **1.a. Needs assessment, implementation, evaluation (Right)** **2.b. Job analysis, surveying trainees, evaluation** **3.c. Commitment from upper management, needs assessment, evaluation** **4.** **d. Approach, emphasis, presentation** **5.a. Needs assessment, implementation, evaluation (Right)** **6.b. Job analysis, surveying trainees, evaluation**
236	1337465	The three learning domains that influence or change behavior are: **1.a. Identification, development, education** **2.b. Cooperation, sharing, evaluating** **3.c. Preparing, implementing, evaluating** **4.d. Skills, knowledge, attitude (Right)** **5.a. Identification, development, education** **6.b. Cooperation, sharing, evaluating**
237	1337466	The Hawthorne Studies focused on which of the following: **1.a. Assessing the impact of physical environment on performance (Right)** **2.b. Factors of employee's social groups and interpersonal relationships created at the work place** **3.** **c. Examining interpersonal behavior and credibility** **4.d. Examining the factors that determine the need for achievement** **5.a. Assessing the impact of physical environment on performance (Right)** **6.b. Factors of employee's social groups and interpersonal relationships created at the work place**

QNo	Question Id	Question Description
238	1337467	A legitimate difference between andragogy versus methods for teaching children focuses on 1. d. the need to involve the learner in the learning process 2.a. the ability to utilize past experience in the training (Right) 3.b. the desire to participate in the learning experience 4.c. the desire for relevant learning that is problem-centered 5.b. the desire to participate in the learning experience 6.c. the desire for relevant learning that is problem-centered
239	1337468	Carefully preparing a training manual so that each idea effectively builds on the previous ideas illustrates which training principle? 1.d. Transfer of Training: sequencing the learning 2.c. Feedback: knowledge of results 3.b. Response: practice and repetition 4.a. Stimulus: meaningful organization of materials (Right) 5.a. Stimulus: meaningful organization of materials (Right) 6.b. Response: practice and repetition
240	1337469	Which of the following illustrates using results as a criteria for evaluating a supervisory training program? 1. an interpersonal relations rating scale completed by the subordinates of each supervisor 2.a 10-item questionnaire asking the supervisors to evaluate the results of the training 3. a frequency count of how often the supervisors praised or disciplined their subordinates over the next 8 weeks 4.measures of turnover, productivity improvement, and grievances in each supervisor's department (Right) 5. an interpersonal relations rating scale completed by the subordinates of each supervisor 6.a 10-item questionnaire asking the supervisors to evaluate the results of the training
241	1337470	Tests would most likely be used for evaluating the results of training programs when which criterion is utilized? 1.d. results 2.a. reaction 3.b. learning (Right) 4.c. behavior 5.d. results 6.a. reaction

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QNo	Question Id	Question Description
242	1337471	What are the legal restrictions on using copyrighted audio-visual materials in a training program? **1.c. The trainer can view them but they cannot be shown to trainees unless the trainer has a licensed agreement. (Right)** **2.d. An admissions fee for all trainees must be paid either by the trainees or the company sponsoring the training.** **3.b. Copyrighted materials fall under the "fair use" clause for educational purposes.** **4.a. There are no restrictions within the United States provided that an admissions fee is not charged for seeing them.** **5.a. There are no restrictions within the United States provided that an admissions fee is not charged for seeing them.** **6.b. Copyrighted materials fall under the "fair use" clause for educational purposes.**
243	1337472	The major benefit of off-site training programs is **1.the training can be provided by outside experts** **2.job-related distractions can be minimized** **(Right)** **3.. there is more space for the training to take place** **4.the training facilities are usually more comfortable** **5.. there is more space for the training to take place** **6.job-related distractions can be minimized** **(Right)**
244	1337473	What are the legal restrictions on using copyrighted audio-visual materials in a training program? **1.There are no restrictions within the United States provided that an admissions fee is not charged for seeing them.** **2.Copyrighted materials fall under the "fair use" clause for educational purposes.** **3.The trainer can view them but they cannot be shown to trainees unless the trainer has a licensed agreement.** **(Right)** **4.An admissions fee for all trainees must be paid either by the trainees or the company sponsoring the training.** **5.There are no restrictions within the United States provided that an admissions fee is not charged for seeing them.** **6.Copyrighted materials fall under the "fair use" clause for educational purposes.**

QNo	Question Id	Question Description
245	1337474	Trainee involvement and immediate feedback are prominent in which training method? **1.a. lecture** **2.b. correspondence courses** **3.c. programmed instruction (Right)** **4. audio visual techniques** **5.a. lecture** **6.b. correspondence courses**
246	1337475	Trainee involvement and immediate feedback are prominent in which training method? **1. audio visual techniques** **2.c. programmed instruction (Right)** **3.a. l ecture** **4.b. correspondence courses** **5. audio visual techniques** **6.c. programmed instruction (Right)**
247	1337476	Which training method has limited usefulness because it does not provide for active participation of the learners, and there is no practice, no feedback, no knowledge of results, and limited transfer of training? **1.special study** **2.simulation** **3.programmed instruction** **4.lecture (Right)** **5.special study** **6.simulation**

QNo	Question Id	Question Description
248	1337477	Many colleges and universities have arranged for students to work part-time in a special training program as part of their education. This training is called: **1.college trainee experience** **2.educational credits program** **3.coordinated education** **4.an internship (Right)** **5.college trainee experience** **6.educational credits program**
249	1337478	An important advantage of on-the-job training is that it **1.reduces the costs of supervision** **2.provides immediate transfer of training (Right)** **3.allows employees to learn at their own rate without any pressure to produce** **4.provides for greater group interaction** **5.provides immediate transfer of training (Right)** **6.allows employees to learn at their own rate without any pressure to produce**
250	1337479	An important advantage of on-the-job training is that **1.provides immediate transfer of training (Right)** **2.allows employees to learn at their own rate without any pressure to produce** **3.provides for greater group interaction** **4.reduces the costs of supervision** **5.provides immediate transfer of training (Right)** **6.allows employees to learn at their own rate without any pressure to produce**
251	1337480	The three elements of effective training objectives are: (a) they are stated in behavioral terms, (b) they specify the conditions, constraints, and time limitations, and (c) they specify **1.the standards of acceptable performance** **(Right)** **2.behaviors that are realistic** **3.socially acceptable activities** **4.what is important to the organization** **5.the standards of acceptable performance** **(Right)** **6.behaviors that are realistic**

QNo	Question Id	Question Description
252	1337481	The best reason for presenting a training program is because: **1.competitors are using the training.** **d.** **2.concern about federal agency pressure.** **3.it contributes to the organization's goals and objectives (Right)** **4.it has been highly advertised** **5.competitors are using the training.** **d.** **6.concern about federal agency pressure.**
253	1337482	The important reason for presenting a training program is because: **1.it contributes to the organization's goals and objectives (Right)** **2.it has been highly advertised** **3.competitors are using the training.** **d.** **4.concern about federal agency pressure.** **5.it contributes to the organization's goals and objectives (Right)** **6.it has been highly advertised**
254	1337483	The systems model of training contains three phases: _____, training and development, and evaluation. **1.preparation** **2.. assessment (Right)** **3.introduction** **4.organizing** **5.preparation** **6.. assessment (Right)**

QNo	Question Id	Question Description
255	1337484	The major difference between training and education is that: **1.education refers more to acquiring specific skills.** **2.education is more closely related to learning a particular job** **3. training provides more general knowledge.** **4. training narrows the range of responses while education broadens the range. (Right)** **5.education refers more to acquiring specific skills.** **6.education is more closely related to learning a particular job**
256	1337485	The important difference between training and education is that: **1.education refers more to acquiring specific skills.** **2.education is more closely related to learning a particular job** **3. training provides more general knowledge.** **4. training narrows the range of responses while education broadens the range. (Right)** **5.education refers more to acquiring specific skills.** **6.education is more closely related to learning a particular job**
257	1337486	Distinguish between training and education is that: **1.education refers more to acquiring specific skills.** **2.education is more closely related to learning a particular job** **3. training provides more general knowledge.** **4. training narrows the range of responses while education broadens the range of responses (Right)** **5.education refers more to acquiring specific skills.** **6.education is more closely related to learning a particular job**

QNo	Question Id	Question Description
258	1337487	Which explanation for forgetting suggests that new learning interferes with the retention of old learning? **1.repression** **2.motivated forgetting** **3.** **c. proactive inhibition** **4.retroactive inhibition (Right)** **5.repression** **6.motivated forgetting**
259	1337488	Which among the following point for forgetting suggests that new learning interferes with the retention of old learning? **1.repression** **2.forgetting** **3.c. proactive inhibition** **4.retroactive inhibition (Right)** **5.repression** **6.forgetting**
260	1337489	What are the legal restrictions on using copyrighted audio-visual materials in a training program? a. b.. c. c. The trainer can view them but they cannot be shown to trainees unless the **1.The trainer can view them but they cannot be shown to trainees unless the trainer has a licensed agreement.** **(Right)** **2.An admissions fee for all trainees must be paid either by the trainees or the company sponsoring the training.** **3. There are no restrictions within the United States provided that an admissions fee is not charged for seeing them.** **4. Copyrighted materials fall under the "fair use" clause for educational purposes** **5. There are no restrictions within the United States provided that an admissions fee is not charged for seeing them.** **6. Copyrighted materials fall under the "fair use" clause for educational purposes**

QNo	Question Id	Question Description
261	1337490	Mentoring is: **1.a. Ongoing and spontaneous meetings between supervisors and their employees to discuss the employee's career goals, and to give advice.** **2.b. Assigning employees to various jobs.** **3.c. A developmentally oriented relationship between two individuals that involves advising, networking, and supporting. (Right)** **4.d. Demonstrating new skills to the mentored individual** **5.a. Ongoing and spontaneous meetings between supervisors and their employees to discuss the employee's career goals, and to give advice.** **6.b. Assigning employees to various jobs.**
262	1337491	UES: An error that occurs when a rater's values or prejudices distort the rating: d **1.a. Central tendency** **2.b. Leniency** **3.c. Rater's bias (Right)** **4.. None of above** **5.a. Central tendency** **6.b. Leniency**

QNo	Question Id	Question Description
263	1337492	QUES: Rating all employees in a narrow band in the middle of the rating scale refers to what error: 1.a. Rater bias 2.b. Recently effect 3.c. Strictness 4. d. Central tendency (Right) 5.c. Strictness 6.b. Recently effect
264	1337493	1. The preparation of the employee for future responsibility, often at a different level in the organization is? 1.a. development (Right) 2.b. training 3.c. education 4.d. needs assessment 5.a. development (Right) 6.b. training

QNo	Question Id	Question Description
265	1337494	The performance of job-related tasks and duties by trainees during training is known as: **1.b. Active Practice (Right)** **2.c. Massed Practice** **3.d. Training Practice** **4.a. Spaced Practice** **5.b. Active Practice (Right)** **6.c. Massed Practice**
266	1337495	All of the following are types of a training needs analysis, except: **1.a. organizational analysis** **2.b. financial analysis (Right)** **3.c. task analysis** **4.d. individual analysis** **5.a. organizational analysis** **6.b. financial analysis (Right)**

QNo	Question Id	Question Description
267	1337496	Which of the following is not one of the four strategies used in behavior modification approach? 1.a. behavior modeling (Right) 2.b. positive reinforcement 3.c. negative reinforcement 4.d. punishment 5.a. behavior modeling (Right) 6.b. positive reinforcement
268	1337497	Common forms of behaviorally experienced training include all of the following except: 1.a. diversity training 2.b. in–basket training 3.c. apprenticeship (Right) 4.d. case studies/incidents 5.a. diversity training 6.b. in–basket training

QNo	Question Id	Question Description
269	1337498	The Hawthorne Studies: **1.a. examined the personal and interpersonal behaviors in a group setting, which means that trainers should have credibility in their instruction** **2.b. looked at formal and informal work groups and at factors influencing their cohesiveness and effectiveness, which means social group and interpersonal factors are of key importance to designing a training environment** **3.c. assessed the impact of physical and environmental influence on employee performance, which means special notice from management may work to increase motivation (Right)** **4.d. examined the factors that determine the need for achievement and explored their relationship to occupational choice which means employees view training better when they see how it helps their career development** **5.a. examined the personal and interpersonal behaviors in a group setting, which means that trainers should have credibility in their instruction** **6.b. looked at formal and informal work groups and at factors influencing their cohesiveness and effectiveness, which means social group and interpersonal factors are of key importance to designing a training environment**
270	1337499	A training technique that involves transferring trainees to different jobs to broaden their focus and to increase their knowledge is: **1.a. Job rotation (Right)** **2.b. Job-instruction training** **3.c. Imitative learning** **4.d. Computer-assisted instruction** **5.b. Job-instruction training** **6.c. Imitative learning**
271	1337500	Which is not one of the six levels of learning? **1.a. Knowledge** **2.b. Application** **3.c. Analysis** **4.d. Apprenticeship (Right)** **5.a. Knowledge** **6.b. Application**

QNo	Question Id	Question Description
272	1337501	Which is not one of the four criteria for evaluating training programs? 1.a. Behavior 2.b. Synthesis (Right) 3.c. Reactions 4.d. Learning 5.a. Behavior 6.b. Synthesis (Right)
273	1337502	Which of the following job design practices broadens the scope of a job by expanding the number of different tasks to be performed? 1.a. Job enrichment 2.b. Division of labor 3.c. Job rotation 4.d. Job enlargement (Right) 5.a. Job enrichment 6.b. Division of labor
274	1337503	An employer's mission statement includes: 1.a. short-term needs to meet the strategic plan 2.d. a statement of employment practices 3.b. a statement of purpose for what the organization values (Right) 4.c. long-term objectives 5.a. short-term needs to meet the strategic plan 6.b. a statement of purpose for what the organization values (Right)
275	1337504	Direct costs to an employer include: 1.a. costs of operating a program (Right) 2.b. costs for operating the entire department 3.c. costs for operating a unit 4.d. costs for operating a division 5.a. costs of operating a program (Right) 6.b. costs for operating the entire department

QNo	Question Id	Question Description
276	1337505	Which of the following is not a type of training needs analyses? **1.d. individual analyses** **2.a. task analyses** **3.b. organizational analyses** **4.** **c. operations analyses (Right)** **5.d. individual analyses** **6.a. task analyses**
277	1337506	Common forms of behaviorally experienced training include all of the following except: **1.d. case studies/incidents** **2.a. diversity training** **3.b. in-basket training** **4.c. apprenticeship (Right)** **5.d. case studies/incidents** **6.a. diversity training**
278	1337507	The preparation of the employee for future responsibility, often at a different level in the organization is? **1.a. development (Right)** **2.b. training** **3.c. education** **4.d. needs assessment** **5.d. needs assessment** **6.a. development (Right)**
279	1337508	All of the following are types of a training needs analysis, except: **1.c. task analysis** **2.d. individual analysis** **3.b. financial analysis (Right)** **4.a. organizational analysis** **5.c. task analysis** **6.d. individual analysis**

QNo	Question Id	Question Description
280	1337509	Which is not a benefit of training? **1.a. To increase company expenses (Right)** **2.b. Reduction in errors** **3.d. Attitude Changes** **4.c. Reduction in turnover** **5.c. Reduction in turnover** **6.d. Attitude Changes**
281	1337510	What does the acronym KSA represent: **1.a. Knowledge, skill, ability (Right)** **2.b. Knowledge, social, ability** **3.c. Knowledge, skills, accountability** **4.d. None of the above** **5.a. Knowledge, skill, ability (Right)** **6.b. Knowledge, social, ability**
282	1337511	What do all four phases of the learning process have in common? **1.a. Reaction** **2.b. Questioning (Right)** **3.c. Results** **4.d. Behavior** **5.a. Reaction** **6.b. Questioning (Right)**
283	1337512	Which of the following correctly defines training? **1.a. Skills that apply to an employees current job (Right)** **2.b. Preparation of the employee for future responsibility** **3.c. A generalized, individual learning experience** **4.d. An attempt to modify behavior** **5.a. Skills that apply to an employees current job (Right)** **6.b. Preparation of the employee for future responsibility**

QNo	Question Id	Question Description
284	1337513	What is the difference between training activities and developmental activities? **1.A. Training activities prepare employees for their present jobs; developmental activities prepare employees for future jobs. (Right)** **2.B. Training activities focus on the acquisition of new skills; developmental activities correct skill deficiencies.** **3.D. There is no difference; the two terms are interchangeable.** **4.C. Training activities are broader in focus; developmental activities have a narrow focus.** **5.A. Training activities prepare employees for their present jobs; developmental activities prepare employees for future jobs. (Right)** **6.B. Training activities focus on the acquisition of new skills; developmental activities correct skill deficiencies.**
285	1337514	Which of the following statements about adult learners is true? **1.A. They are more open to new ideas and alternative options than are student learners.** **2.B. They are not motivated by external incentives since self-satisfaction is most important.** **3.C. They can assess their own progress and do not need feedback from the instructor.** **4.D.They are inclined to refer to past experiences and want opportunities to share them (Right)** **5.A. They are more open to new ideas and alternative options than are student learners.** **6.B. They are not motivated by external incentives since self-satisfaction is most important.**
286	1337515	Which of the following is true of training needs assessments? **1.A. They are concerned with employee skill gaps, not attitudes.** **2.B. They can be eliminated if management knows what training is needed.** **3.** **C. They serve as base line for evaluating training effectiveness. (Right)** **4.D. They do not consider the conditions under which training is conducted.** **5.A. They are concerned with employee skill gaps, not attitudes.** **6.B. They can be eliminated if management knows what training is needed.**
287	1337516	Which of the following statements about an organizational needs assessment is true? **1.A. It uses employee interviews to determine training needs.** **2.B. It identifies,how well individuals perform their jobs.** **3.C. It indicates gaps between job requirements and job performance.** **4.** **D. It identifies the impact of change on future training. (Right)** **5.A. It uses employee interviews to determine training needs.** **6.B. It identifies,how well individuals perform their jobs.**

QNo	Question Id	Question Description
288	1337517	The training director for a company that wants to provide training for its 30 customer service representatives wants to undertake a needs analysis. Once the data has been gathered, the next step is to **1.A. report the needs that training can and cannot meet. (Right)** **2.B. develop the objectives for the training program.** **3.C. propose a series of solutions for customer service problems.** **4.D. decide whether to develop or buy the training program.** **5.A. report the needs that training can and cannot meet. (Right)** **6.B. develop the objectives for the training program.**
289	1337518	Which of the following job design practices broadens the scope of a job by expanding the number of different tasks to be performed? **1.a. Job enrichment** **2.b. Division of labor** **3.c. Job rotation** **4.d. Job enlargement (Right)** **5.a. Job enrichment** **6.b. Division of labor**
290	1337519	Direct costs to an employer include: **1.a. costs of operating a program (Right)** **2.b. costs for operating the entire department** **3.c. costs for operating a unit** **4.d. costs for operating a division** **5.a. costs of operating a program (Right)** **6.b. costs for operating the entire department**

QNo	Question Id	Question Description
291	1337520	An employer's mission statement includes: 1.a. short–term needs to meet the strategic plan 2.b. a statement of purpose for what the organization values (Right) 3.c. long–term objectives 4.d. a statement of employment practices 5.a. short–term needs to meet the strategic plan 6.b. a statement of purpose for what the organization values (Right)
292	1337521	A company trainer is assigned the task of creating an orientation handbook for newly hired employees. The copyright for the book belongs to 1.A. the public domain. 2.B. the company. (Right) 3.C. the writer. 4.D. both the company and the writer. 5.A. the public domain. 6.B. the company. (Right)
293	1337522	Knowledge of results is most helpful when: 1.a. it comes immediately after each response. (Right) 2..b. it comes after a series of responses 3.c. it is summarized showing average rates. 4.d. it simply tells the learners whether they were right or wrong, but not why. 5.a. it comes immediately after each response. (Right) 6..b. it comes after a series of responses

QNo	Question Id	Question Description
294	1337523	The best strategy for reducing the problems of transfer of training is 1.a. to have the trainee practice the learning longer in each training session 2.b. to have the trainee develop an action plan for implementing the new learning (Right) 3.c. to provide more immediate feedback during the training period 4.d. to lengthen the training time over additional training periods 5.a. to have the trainee practice the learning longer in each training session 6.b. to have the trainee develop an action plan for implementing the new learning (Right)
295	1337524	Which of the following activities is typical of a transactional leader? 1.A. Provides vision to workers 2.B. Intervenes when standards are not met (Right) 3.C. Gives personal attention 4.D. Communicates high expectations 5.A. Provides vision to workers 6.B. Intervenes when standards are not met (Right)
296	1337525	What is the value of a strong corporate culture? 1.A. It makes maintenance of the status quo more likely. 2. B. It gives members an organizational identity. (Right) 3.C. It eliminates the need for a corporate ethics officer. 4.D. It makes it easier for employees to question corporate values. 5.A. It makes maintenance of the status quo more likely. 6. B. It gives members an organizational identity. (Right)

QNo	Question Id	Question Description
297	1337526	An organization is concerned that managers have too many employees reporting to them and too many employees who report to more than one manager, hindering efficiency and resulting in conflicting goals. Which type of OD strategy will address this problem? 1.A. Interpersonal 2.B. Technological 3.C. Structural (Right) 4.D. Process 5.A. Interpersonal 6.B. Technological
298	1337527	A training specialist is able to show that training has decreased turnover by 10%. At what level has the training been evaluated? 1.A. Learning 2.B. Results (Right) 3.C. Reaction 4.D. Behavior 5.A. Learning 6.B. Results (Right)

QNo	Question Id	Question Description
299	1337528	Transfer of training refers to a trainee's ability to . 1.A. teach others what they have learned. 2.B. evaluate the effectiveness of training. 3. C. pass a final exam at the end ofthe training session 4.D. apply what they have learned on the job. (Right) 5. C. pass a final exam at the end ofthe training session 6.B. evaluate the effectiveness of training.
300	1337529	What is the MOST important reason for conducting an internal marketing campaign for a new training program? 1.C. It increases employee motivation to participate. (Right) 2.D. It increases the company's reputation in the marketplace.' 3.A. It protects a company from charges of discrimination. 4. B. It makes HRD more visible to the organization. 5.A. It protects a company from charges of discrimination. 6. B. It makes HRD more visible to the organization.

QNo	Question Id	Question Description
301	1337530	Which ofthe following is NOT a goal of orientation? **1.B. To establish relationships with coworkers** **2.A. To provide remedial skills training (Right)** **3.C. To understand company policies and procedures** **4.D. To gain a feeling of belonging** **5.A. To provide remedial skills training (Right)** **6.B. To establish relationships with coworkers**
302	1337531	A company purchases new billing software that will be used by its customer service and accounting departments. Which ofthe following training methods will be MOST effective in training employees to use the new system? **1.A. Reading and a PowerPoint presentation** **2.B. Group discussion and structured exercises** **3.C. Demonstration and structured exercises (Right)** **4.** **D. Reading and case study** **5.A. Reading and a PowerPoint presentation** **6.B. Group discussion and structured exercises**

QNo	Question Id	Question Description
303	1337532	Which of the following statements about a good training objective is true? 1.A. It includes the consequences of not meeting the objective. 2.B. It states what a trainee will be able to do as a result of training. (Right) 3.C. It states the role that management will play in the training. 4.D. It includes directions for meeting the objective 5.D. It includes directions for meeting the objective 6.B. It states what a trainee will be able to do as a result of training. (Right)
304	1337533	. The training director for a company that wants to provide training for its 30 customer service representatives wants to undertake a needs analysis. Once the data has been gathered, the next step is to 1.A. report the needs that training can and cannot meet. (Right) 2.B. develop the objectives for the training program. 3.C. propose a series of solutions for customer service problems. 4.D. decide whether to develop or buy the training program. 5.C. propose a series of solutions for customer service problems. 6.D. decide whether to develop or buy the training program.

QNo	Question Id	Question Description
305	1337534	The training director for a company that wants to provide training for its 30 customer service representatives wants to undertake a needs analysis. What is the best way to gather information about customer service problems and solutions since the representatives are located at headquarters? **1.D. Conduct a series of focus groups with customer service representatives. (Right)** **2.C. Ask customer service representatives to fill out questionnaires related to their training** **needs.** **3.** **A. Review employee records to define past customer service problems.** **4.** **B. Form an advisory committee consisting of customer service, training, and operations managers.** **5.** **B. Form an advisory committee consisting of customer service, training, and operations managers.** **6.C. Ask customer service representatives to fill out questionnaires related to their training** **needs.**

QNo	Question Id	Question Description
306	1337535	A pharmaceutical company is undertaking a joint venture that enables it to sell a new drug. The Company is on a tight time frame and needs to provide training for 150 sales representatives located throughout the U.S. Which ofthe following needs assessment methods should the company use to create the sales representatives' buy-in? **1.A. Questionnaire** **2.B. Phone interviews (Right)** **3.C. Assessment center** **4.D. Observation** **5.A. Questionnaire** **6.B. Phone interviews (Right)**
307	1337536	Which ofthe following statements about an organizational needs assessment is true? **1.C. It indicates gaps between job requirements and job performance.** **2.D. It identifies the impact of change on future training. (Right)** **3.B. It identifies,how well individuals perform their jobs.** **4.A. It uses employee interviews to determine training needs.** **5.A. It uses employee interviews to determine training needs.** **6.B. It identifies,how well individuals perform their jobs.**

QNo	Question Id	Question Description
308	1337537	Which ofthe following is true of training needs assessments? 1.A. They are concerned with employee skill gaps, not attitudes. 2.B. They can be eliminated if management knows what training is needed. 3.C. They serve as base line for evaluating training effectiveness. (Right) 4.D. They do not consider the conditions under which training is conducted 5.A. They are concerned with employee skill gaps, not attitudes. 6.B. They can be eliminated if management knows what training is needed.
309	1337538	Which of the following statements about adult learners is true? 1.A. They are more open to new ideas and alternative options than are student learners. 2.B. They are not motivated by external incentives since self–satisfaction is most important. 3.C. They can assess their own progress and do not need feedback from the instructor. 4.D.They are inclined to refer to past experiences and want opportunities to share them. (Right) 5.A. They are more open to new ideas and alternative options than are student learners. 6.B. They are not motivated by external incentives since self–satisfaction is most important.

QNo	Question Id	Question Description
310	1337539	: A learning organization is an organization that 1.A. encourages each department to function independently. 2.B. advocates internal rather than external networking. 3.C. takes responsibility for the learning of its employees. 4.D.manages change and adapts to its environment (Right) 5.A. encourages each department to function independently. 6.B. advocates internal rather than external networking.
311	1337540	What is the difference between training activities and developmental activities? 1.A. Training activities prepare employees for their present jobs; developmental activities prepare employees for future jobs. (Right) 2. B. Training activities focus on the acquisition of new skills; developmental activities correct skill deficiencies. 3.C. Training activities are broader in focus; developmental activities have a narrow focus. 4.D. There is no difference; the two terms are interchangeable. 5.A. Training activities prepare employees for their present jobs; developmental activities prepare employees for future jobs. (Right) 6. B. Training activities focus on the acquisition of new skills; developmental activities correct skill deficiencies.

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QNo	Question Id	Question Description
312	1337541	The best reason for presenting a training program is because: **1.it contributes to the organization's goals and objectives (Right)** **2.it has been highly advertised** **3.competitors are using the training.** **d.** **4.concern about federal agency pressure.** **5.it contributes to the organization's goals and objectives (Right)** **6.it has been highly advertised**
313	1337542	The important reason for presenting a training program is because: **1.it contributes to the organization's goals and objectives (Right)** **2.it has been highly advertised** **3.competitors are using the training.** **d.** **4.concern about federal agency pressure.** **5.it contributes to the organization's goals and objectives (Right)** **6.it has been highly advertised**
314	1337543	The systems model of training contains three phases: _____, training and development, and evaluation. **1.preparation** **2.. assessment (Right)** **3.introduction** **4.organizing** **5.preparation** **6.. assessment (Right)**

QNo	Question Id	Question Description
315	1337544	The major difference between training and education is that: **1.education refers more to acquiring specific skills.** **2.education is more closely related to learning a particular job** **3. training provides more general knowledge.** **4. training narrows the range of responses while education broadens the range. (Right)** **5.education refers more to acquiring specific skills.** **6.education is more closely related to learning a particular job**
316	1337545	The important difference between training and education is that: **1.education refers more to acquiring specific skills.** **2.education is more closely related to learning a particular job** **3. training provides more general knowledge.** **4. training narrows the range of responses while education broadens the range. (Right)** **5.education refers more to acquiring specific skills.** **6.education is more closely related to learning a particular job**
317	1337546	Distinguish between training and education is that: **1.education refers more to acquiring specific skills.** **2.education is more closely related to learning a particular job** **3. training provides more general knowledge.** **4. training narrows the range of responses while education broadens the range of responses (Right)** **5.education refers more to acquiring specific skills.** **6.education is more closely related to learning a particular job**

QNo	Question Id	Question Description
318	1337547	Which explanation for forgetting suggests that new learning interferes with the retention of old learning? **1.retroactive inhibition (Right)** **2.repression** **3.motivated forgetting** **4.** **c. proactive inhibition** **5.repression** **6.motivated forgetting**
319	1337548	Which among the following point for forgetting suggests that new learning interferes with the retention of old learning? **1.repression** **2.forgetting** **3.c. proactive inhibition** **4.retroactive inhibition (Right)** **5.repression** **6.forgetting**
320	1337549	What are the legal restrictions on using copyrighted audio-visual materials in a training program? a. b.. c. c. The trainer can view them but they cannot be shown to trainees unless the **1. There are no restrictions within the United States provided that an admissions fee is not charged for seeing them.** **2. Copyrighted materials fall under the "fair use" clause for educational purposes** **3.The trainer can view them but they cannot be shown to trainees unless the trainer has a licensed agreement.** **(Right)** **4.An admissions fee for all trainees must be paid either by the trainees or the company sponsoring the training.** **5. There are no restrictions within the United States provided that an admissions fee is not charged for seeing them.** **6. Copyrighted materials fall under the "fair use" clause for educational purposes**

QNo	Question Id	Question Description
321	1337550	Mentoring is: 1.a. Ongoing and spontaneous meetings between supervisors and their employees to discuss the employee's career goals, and to give advice. 2.b. Assigning employees to various jobs. 3.c. A developmentally oriented relationship between two individuals that involves advising, networking, and supporting. (Right) 4.d. Demonstrating new skills to the mentored individual 5.a. Ongoing and spontaneous meetings between supervisors and their employees to discuss the employee's career goals, and to give advice. 6.b. Assigning employees to various jobs.
322	1337551	UES: An error that occurs when a rater's values or prejudices distort the rating: d 1.a. Central tendency 2.b. Leniency 3.c. Rater's bias (Right) 4.. None of above 5.a. Central tendency 6.b. Leniency

QNo	Question Id	Question Description
323	1337552	QUES: Rating all employees in a narrow band in the middle of the rating scale refers to what error: 1.a. Rater bias 2.b. Recently effect 3.c. Strictness 4. d. Central tendency (Right) 5.a. Rater bias 6.b. Recently effect
324	1337553	1. The preparation of the employee for future responsibility, often at a different level in the organization is? 1.a. development (Right) 2.b. training 3.c. education 4.d. needs assessment 5.a. development (Right) 6.b. training

QNo	Question Id	Question Description
325	1337554	The performance of job-related tasks and duties by trainees during training is known as: 1.b. Active Practice (Right) 2.c. Massed Practice 3.d. Training Practice 4.a. Spaced Practice 5.a. Spaced Practice 6.b. Active Practice (Right)
326	1337555	All of the following are types of a training needs analysis, except: 1.a. organizational analysis 2.b. financial analysis (Right) 3.c. task analysis 4.d. individual analysis 5.a. organizational analysis 6.b. financial analysis (Right)

QNo	Question Id	Question Description
327	1337556	Which of the following is not one of the four strategies used in behavior modification approach? 1.a. behavior modeling (Right) 2.b. positive reinforcement 3.c. negative reinforcement 4.d. punishment 5.a. behavior modeling (Right) 6.b. positive reinforcement
328	1337557	Common forms of behaviorally experienced training include all of the following except: 1.a. diversity training 2.b. in–basket training 3.c. apprenticeship (Right) 4.d. case studies/incidents 5.a. diversity training 6.b. in–basket training

QNo	Question Id	Question Description
329	1337558	The Hawthorne Studies: 1.d. examined the factors that determine the need for achievement and explored their relationship to occupational choice which means employees view training better when they see how it helps their career development 2.b. looked at formal and informal work groups and at factors influencing their cohesiveness and effectiveness, which means social group and interpersonal factors are of key importance to designing a training environment 3.c. assessed the impact of physical and environmental influence on employee performance, which means special notice from management may work to increase motivation (Right) 4.a. examined the personal and interpersonal behaviors in a group setting, which means that trainers should have credibility in their instruction 5.c. assessed the impact of physical and environmental influence on employee performance, which means special notice from management may work to increase motivation (Right) 6.b. looked at formal and informal work groups and at factors influencing their cohesiveness and effectiveness, which means social group and interpersonal factors are of key importance to designing a training environment
330	1337559	Which of the following job design practices broadens the scope of a job by expanding the number of different tasks to be performed? 1.a. Job enrichment 2.b. Division of labor 3.c. Job rotation 4.d. Job enlargement (Right) 5.a. Job enrichment 6.b. Division of labor

QNo	Question Id	Question Description
331	1337560	Direct costs to an employer include: 1.a. costs of operating a program (Right) 2.b. costs for operating the entire department 3.c. costs for operating a unit 4.d. costs for operating a division 5.a. costs of operating a program (Right) 6.b. costs for operating the entire department
332	1337561	A company trainer is assigned the task of creating an orientation handbook for newly hired employees. The copyright for the book belongs to 1.A. the public domain. 2.B. the company. (Right) 3.C. the writer. 4.D. both the company and the writer. 5.A. the public domain. 6.B. the company. (Right)
333	1337562	The unique characteristics of a learning organization is 1.a. the members learn about each other 2.b. it has the capacity to gather new information and use it for improvement (Right) 3.c . it focuses on selecting new employees who love learning and are highly skilled 4.d. employees are rewarded for submitting creative suggestions and participating in their implementation 5.a. the members learn about each other 6.b. it has the capacity to gather new information and use it for improvement (Right)

QNo	Question Id	Question Description
334	1337563	The best reason for presenting a training program is because: 1.a. it contributes to the organization's goals and objectives (Right) 2.b. it has been highly advertised. 3.c. competitors are using the training. 4.d. concern about federal agency pressure. 5.a. it contributes to the organization's goals and objectives (Right) 6.b. it has been highly advertised.
335	1337564	The systems model of training contains three phases: _____, training and development, and evaluation. 1.a. preparation 2.b. assessment (Right) 3. c. introduction 4.d. organizing 5. c. introduction 6.d. organizing
336	1337565	In assessing training needs, an examination of production efficiency, labor costs, turnover, and accidents would be part of which training needs analysis? 1.b. task 2.c. operations 3.a. personnel 4.d. organizational (Right) 5.a. personnel 6.b. task

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QNo	Question Id	Question Description
337	1337566	The major difference between training and education is that:
		1.a. education refers more to acquiring specific skills.
		2.b. education is more closely related to learning a particular job.
		3.c. training provides more general knowledge.
		4.d. training narrows the range of responses while education broadens the range. (Right)
		5.a. education refers more to acquiring specific skills.
		6.b. education is more closely related to learning a particular job.
338	1337567	The best method for conducting a training needs analysis when data needs to be obtained from a large number of employees is
		1.a. interviews
		2.b. observations
		3.c. questionnaires (Right)
		4.d. focus groups
		5.a. interviews
		6.b. observations
339	1337568	The process of selectively reinforcing a response to change the behavior of a person is associated with
		1.a. behavioral modeling
		2.b. operant conditioning (Right)
		3.c. education
		4.d. learning
		5.b. operant conditioning (Right)
		6.a. behavioral modeling

QNo	Question Id	Question Description
340	1337569	A legitimate difference between andragogy versus methods for teaching children focuses on 1.a. the ability to utilize past experience in the training (Right) 2.b. the desire to participate in the learning experience 3.c. the desire for relevant learning that is problem-centered 4. d. the need to involve the learner in the learning process 5.a. the ability to utilize past experience in the training (Right) 6.b. the desire to participate in the learning experience
341	1337570	Carefully preparing a training manual so that each idea effectively builds on the previous ideas illustrates which training principle? 1.d. Transfer of Training: sequencing the learning 2.c. Feedback: knowledge of results 3.b. Response: practice and repetition 4.a. Stimulus: meaningful organization of materials (Right) 5.d. Transfer of Training: sequencing the learning 6.a. Stimulus: meaningful organization of materials (Right)
342	1337571	Knowledge of results is most helpful when: 1.d. it simply tells the learners whether they were right or wrong, but not why. 2.c. it is summarized showing average rates. 3..b. it comes after a series of responses 4.a. it comes immediately after each response. (Right) 5.a. it comes immediately after each response. (Right) 6..b. it comes after a series of responses

QNo	Question Id	Question Description
343	1337572	The best strategy for reducing the problems of transfer of training is **1.a. to have the trainee practice the learning longer in each training session** **2.b. to have the trainee develop an action plan for implementing the new learning (Right)** **3.c. to provide more immediate feedback during the training period** **4.d. to lengthen the training time over additional training periods** **5.a. to have the trainee practice the learning longer in each training session** **6.b. to have the trainee develop an action plan for implementing the new learning (Right)**
344	1337573	Which of the following illustrates using results as a criteria for evaluating a supervisory training program? **1. an interpersonal relations rating scale completed by the subordinates of each supervisor** **2.a 10-item questionnaire asking the supervisors to evaluate the results of the training** **3. a frequency count of how often the supervisors praised or disciplined their subordinates over the next 8 weeks** **4.measures of turnover, productivity improvement, and grievances in each supervisor's department (Right)** **5. an interpersonal relations rating scale completed by the subordinates of each supervisor** **6.a 10-item questionnaire asking the supervisors to evaluate the results of the training**
345	1337574	Tests would most likely be used for evaluating the results of training programs when which criterion is utilized? **1.a. reaction** **2.b. learning (Right)** **3.c. behavior** **4.d. results** **5.a. reaction** **6.b. learning (Right)**
346	1337575	What are the legal restrictions on using copyrighted audio-visual materials in a training program? **1.a. There are no restrictions within the United States provided that an admissions fee is not charged for seeing them.** **2.b. Copyrighted materials fall under the "fair use" clause for educational purposes.** **3.c. The trainer can view them but they cannot be shown to trainees unless the trainer has a licensed agreement. (Right)** **4.d. An admissions fee for all trainees must be paid either by the trainees or the company sponsoring the training.** **5.a. There are no restrictions within the United States provided that an admissions fee is not charged for seeing them.** **6.b. Copyrighted materials fall under the "fair use" clause for educational purposes.**

QNo	Question Id	Question Description
347	1337576	The major benefit of off-site training programs is 1.. there is more space for the training to take place 2.job-related distractions can be minimized (Right) 3.the training facilities are usually more comfortable 4.the training can be provided by outside experts 5.. there is more space for the training to take place 6.job-related distractions can be minimized (Right)
348	1337577	What are the legal restrictions on using copyrighted audio-visual materials in a training program? 1.There are no restrictions within the United States provided that an admissions fee is not charged for seeing them. 2.Copyrighted materials fall under the "fair use" clause for educational purposes. 3.The trainer can view them but they cannot be shown to trainees unless the trainer has a licensed agreement. (Right) 4.An admissions fee for all trainees must be paid either by the trainees or the company sponsoring the training. 5.There are no restrictions within the United States provided that an admissions fee is not charged for seeing them. 6.Copyrighted materials fall under the "fair use" clause for educational purposes.
349	1337578	Trainee involvement and immediate feedback are prominent in which training method? 1.a. lecture 2.b. correspondence courses 3.c. programmed instruction (Right) 4. audio visual techniques 5.a. lecture 6.b. correspondence courses

QNo	Question Id	Question Description
350	1337579	Trainee involvement and immediate feedback are prominent in which training method? **1.a. l ecture** **2.b. correspondence courses** **3.c. programmed instruction (Right)** **4. audio visual techniques** **5.a. l ecture** **6.b. correspondence courses**
351	1337580	Which training method has limited usefulness because it does not provide for active participation of the learners, and there is no practice, no feedback, no knowledge of results, and limited transfer of training? **1.special study** **2.simulation** **3.programmed instruction** **4.lecture (Right)** **5.special study** **6.simulation**
352	1337581	The unique characteristics of a learning organization is that **1.the members learn about each other** **2.it has the capacity to gather new information and use it for improvement** ** (Right)** **3.focuses on selecting new employees who love learning and are highly skilled** **4.employees are rewarded for submitting creative suggestions and participating in their implementation** **5.the members learn about each other** **6.it has the capacity to gather new information and use it for improvement** ** (Right)**

QNo	Question Id	Question Description
353	1337582	The best reason for presenting a training program is because: 1.. it contributes to the organization's goals and objectives (Right) 2.it has been highly advertised. c. competitors are using the training. 3.. competitors are using the training. 4.concern about federal agency pressure. 5.. it contributes to the organization's goals and objectives (Right) 6.it has been highly advertised. c. competitors are using the training.
354	1337583	The systems model of training contains three phases: _____, training and development, and evaluation. 1.a. preparation 2.b. assessment (Right) 3.c. introduction 4.d. organizing 5.a. preparation 6.b. assessment (Right)

QNo	Question Id	Question Description
355	1337584	In assessing training needs, an examination of production efficiency, labor costs, turnover, and accidents would be part of which training needs analysis? 1.. personnel 2.task 3.operations 4.organizational (Right) 5.. personnel 6.task
356	1337585	The major difference between training and education is that: 1.education refers more to acquiring specific skills. 2.education is more closely related to learning a particular job. 3.training provides more general knowledge. 4.training narrows the range of responses while education broadens the range. (Right) 5.education refers more to acquiring specific skills. 6.education is more closely related to learning a particular job.
357	1337586	The best method for conducting a training needs analysis when data needs to be obtained from a large number of employees is 1.interviews 2.. observations 3.questionnaires (Right) 4.. focus groups 5.interviews 6.. observations
358	1337587	The process of selectively reinforcing a response to change the behavior of a person is associated with 1.behavioral modeling 2.operant conditioning (Right) 3.education 4.. learning 5.behavioral modeling 6.operant conditioning (Right)

QNo	Question Id	Question Description
359	1337588	1.The concept in social cognitive theory that behavior is influenced by the environment and personality, and that the environment is likewise influenced by behavior and personality, is called 1.. reciprocal determinism (Right) 2.reverse interactionism 3.inverse influence 4.dynamic homeostasis 5.dynamic homeostasis 6.. reciprocal determinism (Right)
360	1337589	Carefully preparing a training manual so that each idea effectively builds on the previous ideas illustrates which training principle? 1.Response: practice and repetition 2.Feedback: knowledge of results 3.Transfer of Training: sequencing the learning 4.Stimulus: meaningful organization of materials (Right) 5.Stimulus: meaningful organization of materials (Right) 6.Response: practice and repetition
361	1337590	A legitimate difference between andragogy versus methods for teaching children focuses on 1.the ability to utilize past experience in the training (Right) 2.. the desire to participate in the learning experience 3.. the desire for relevant learning that is problem–centered 4.the need to involve the learner in the learning process 5.the ability to utilize past experience in the training (Right) 6.. the desire to participate in the learning experience
362	1337591	Knowledge of results is most helpful when: 1.it comes immediately after each response. (Right) 2.. it comes after a series of responses 3.. it is summarized showing average rates. 4.. it simply tells the learners whether they were right or wrong, but not why 5.it comes immediately after each response. (Right) 6.. it comes after a series of responses

QNo	Question Id	Question Description
363	1337592	The best strategy for reducing the problems of transfer of training is 1.to have the trainee practice the learning longer in each training session 2.. to have the trainee develop an action plan for implementing the new learning (Right) 3.to provide more immediate feedback during the training period 4.to lengthen the training time over additional training periods 5.to have the trainee practice the learning longer in each training session 6.. to have the trainee develop an action plan for implementing the new learning (Right)
364	1337593	Difficult tasks that are hard to comprehend usually produce what sort of learning curve? 1.. linear 2.negatively accelerating 3.positively accelerating (Right) 4.upside–down U–shaped 5.upside–down U–shaped 6.positively accelerating (Right)
365	1337594	Which explanation for forgetting suggests that new learning interferes with the retention of old learning? 1.repression 2.motivated forgetting (Right) 3.proactive inhibition 4.retroactive inhibition 5.proactive inhibition 6.motivated forgetting (Right)

QNo	Question Id	Question Description
366	1337595	The three elements of good training objectives are: (a) they are stated in behavioral terms, (b) they specify the conditions, constraints, and time limitations, and (c) they specify 1.the standards of acceptable performance (Right) 2.. behaviors that are realistic 3.. socially acceptable activities 4.what is important to the organization 5.the standards of acceptable performance (Right) 6.. behaviors that are realistic
367	1337596	An important advantage of on-the-job training is that it 1.. allows employees to learn at their own rate without any pressure to produce 2.. provides immediate transfer of training (Right) 3.provides for greater group interaction 4.reduces the costs of supervision 5.. provides immediate transfer of training (Right) 6.. allows employees to learn at their own rate without any pressure to produce
368	1337597	The training method made famous by the War Manpower Board during World War II, which involves a brief explanation, a demonstration, and then a performance try-out by the learner, is called: 1.job instruction training (Right) 2.vestibule training 3.vicarious learning 4.behavior modeling 5.behavior modeling 6.job instruction training (Right)

QNo	Question Id	Question Description
369	1337598	Many colleges and universities have arranged for students to work part-time in a special training program as part of their education. This training is called:
		1.college trainee experience
		2.educational credits program (Right)
		3.coordinated education
		4.an internship
		5.educational credits program (Right)
		6.coordinated education
370	1337599	Which training method has limited usefulness because it does not provide for active participation of the learners, and there is no practice, no feedback, no knowledge of results, and limited transfer of training
		1.. special study
		2.. simulation
		3.c. programmed instruction
		4.d. lecture (Right)
		5.. special study
		6.. simulation

QNo	Question Id	Question Description
371	1337600	Trainee involvement and immediate feedback are prominent in which training method? 1. lecture 2.b. correspondence courses 3. c. programmed instruction (Right) 4.d. audio visual techniques 5. lecture 6.b. correspondence courses
372	1337601	QUES: The training method that presents information in small segments one frame at a time and requires the learner to make some type of response to show that each segment has been learned is called 1.a. segmented learning 2.b. incremental learning 3.c. learning by parts 4.d. programmed instruction (Right) 5.a. segmented learning 6.b. incremental learning

QNo	Question Id	Question Description
373	1337602	The major benefit of off-site training programs is 1.a. there is more space for the training to take place 2.b. job–related distractions can be minimized (Right) 3.c. the training facilities are usually more comfortable 4. d. the training can be provided by outside experts 5.c. the training facilities are usually more comfortable 6.a. there is more space for the training to take place
374	1337603	What are the legal restrictions on using copyrighted audio-visual materials in a training program? 1.There are no restrictions within the United States provided that an admissions fee is not charged for seeing them. 2.Copyrighted materials fall under the "fair use" clause for educational purposes. 3.The trainer can view them but they cannot be shown to trainees unless the trainer has a licensed agreement. (Right) 4.An admissions fee for all trainees must be paid either by the trainees or the company sponsoring the training 5.There are no restrictions within the United States provided that an admissions fee is not charged for seeing them. 6.Copyrighted materials fall under the "fair use" clause for educational purposes.

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QNo	Question Id	Question Description
375	1337604	Tests would most likely be used for evaluating the results of training programs when which criterion is utilized? 1.. reaction 2.b. learning (Right) 3.c. behavior 4.d. results 5.. reaction 6.b. learning (Right)
376	1337605	Which of the following illustrates using results as a criteria for evaluating a supervisory training program? 1.c. a frequency count of how often the supervisors praised or disciplined their subordinates over the next 8 weeks 2.a. an interpersonal relations rating scale completed by the subordinates of each supervisor 3.b. a 10–item questionnaire asking the supervisors to evaluate the results of the training 4.d. measures of turnover, productivity improvement, and grievances in each supervisor's department (Right) 5.a. an interpersonal relations rating scale completed by the subordinates of each supervisor 6.b. a 10–item questionnaire asking the supervisors to evaluate the results of the training

QNo	Question Id	Question Description
377	1337606	While a trainer was trying to evaluate the effectiveness of a one-week training program on communication using a pre-test/post-test comparison, an international incident occurred because of a communication breakdown. This confounding event would create a competing explanation referred to in the experimental literature as: **1.a. Hawthorne effect** **2.b. international bias** **3.c. maturation** **4.d. history (Right)** **5.a. Hawthorne effect** **6.b. international bias**
378	1337607	Which of the following is the best research design for evaluating a training program? **1.a. pre–test/post–test design using two established groups – one assigned as the experimental group and one as the control group** **2.b. case study** **3.c. Solomon Four–Group Design (Right)** **4.d. pre–test/post–test comparison using one group** **5.a. pre–test/post–test design using two established groups – one assigned as the experimental group and one as the control group** **6.b. case study**

QNo	Question Id	Question Description
379	1337608	: In the role transition process of organizational socialization, separation refers to: 1. a. marital separation 2. d. changing to a new organization 3. b. organizational turnover 4. c. psychologically abandoning a former role (Right) 5. a. marital separation 6. b. organizational turnover
380	1337609	Which of the following statements is the best definition of a career? 1.a. The work–related experiences of people who work in professional or technical occupations. 2.b. The work–related experiences of those who work in major corporations. 3.c. The work–related experiences of people who pursue any type of paid employment. 4. d. The work–related experiences of everyone, regardless of whether it's paid or nonpaid, in one organization or many organizations. (Right) 5.a. The work–related experiences of people who work in professional or technical occupations. 6.b. The work–related experiences of those who work in major corporations.

QNo	Question Id	Question Description
381	1337610	Being a mentor and assuming the responsibility for supervising the work of others are central activities for professionals in which stage of career development? 1.a. one 2.b. two 3.c. three (Right) 4.d. four 5.a. one 6.b. two
382	1337611	Being a mentor and assuming the responsibility for supervising the work of others are central activities for professionals in which stage of career development? 1.a. one 2.b. two 3.c. three (Right) 4.d. four 5.a. one 6.b. two

QNo	Question Id	Question Description
383	1337612	A dual career family refers to: 1.a. both husband and wife have a job outside the home (Right) 2.b. the husband works a part–time job in addition to a full–time job 3.c. the major bread winner has two full–time careers 4.d. one spouse has been married before 5.a. both husband and wife have a job outside the home (Right) 6.b. the husband works a part–time job in addition to a full–time job
384	1337613	The mommy track" is defined as 1.d. A career path for men who raise children while their wives work." 2. a. A career path for women who do not want to work outside the home. 3. A career path for women who want to be both mothers and highly successful professionals. 4.c. A career path for women who are willing to sacrifice promotions for flexible jobs with less travel so they can be more involved in raising their children. (Right) 5.d. A career path for men who raise children while their wives work." 6. a. A career path for women who do not want to work outside the home.

QNo	Question Id	Question Description
385	1337614	: In developing an international human resource program, which factor is most critical to the success of an expatriate assignment in a foreign country? **1.a. equalizing negative tax consequences** **2.b. adaptation of the spouse and family to the foreign country (Right)** **3.** **c. providing for security of expatriate and the family** **4.d. readjustment training upon repatriation** **5.d. readjustment training upon repatriation** **6.a. equalizing negative tax consequences**
386	1337615	Orientation training for new employees is better if: **1.trainees are warned that they will probably not succeed** **2.b. a mentor or sponsor is assigned to them (Right)** **3.** **c. they are introduced to everyone the first day** **4.d. the entire orientation training is presented the first morning** **5.trainees are warned that they will probably not succeed** **6.b. a mentor or sponsor is assigned to them (Right)**

QNo	Question Id	Question Description
387	1337616	Which of the following best describes the proper role of performance evaluation in the employment exchange? **1.a. Employers should trust employees to perform well and not have to check up on them.** **2.b. Only those employees who fail to demonstrate that they can be trusted should be evaluated.** **3.** **c. Performance evaluations should be conducted only on managers and used for promotion decisions.** **4.** **d. All employees should expect to have their performance evaluated and this information should be used for pay increase and promotion decisions (Right)** **5.a. Employers should trust employees to perform well and not have to check up on them.** **6.b. Only those employees who fail to demonstrate that they can be trusted should be evaluated.**
388	1337617	When one characteristic about a person-positive or negative-strongly influences all other attitudes about the person, this is called **1.a. leniency–strictness effect** **2.b. halo effect (Right)** **3.c. central tendency effect** **4.d. contrast effect** **5.a. leniency–strictness effect** **6.b. halo effect (Right)**

QNo	Question Id	Question Description
389	1337618	The factors on which an employee is evaluated are called 1.a. valid characteristics 2.b. the criteria of performance (Right) 3.c. practical items 4.d. unbiased characteristics 5.a. valid characteristics 6.b. the criteria of performance (Right)
390	1337619	In selecting the appropriate criteria for performance evaluation, freedom from contamination refers to 1.a. eliminating subjective impressions of supervisors 2. b. eliminating the influence of external people such as customers or clients 3.c. eliminating the effects of extraneous factors that are beyond the control of the employee (Right) 4.d. statistically adjusting the evaluations to correct for subjectivity and bias 5.a. eliminating subjective impressions of supervisors 6. b. eliminating the influence of external people such as customers or clients

QNo	Question Id	Question Description
391	1337620	Categorizing employees into three categories of high, medium, and low is an illustration of which performance evaluation procedure? 1.a. Classification (Right) 2.b. Ranking 3.c. Forced choice 4.d. Partitioning 5.d. Partitioning 6.c. Forced choice
392	1337621	Which of the following procedures is least subject to the problems of central tendency and leniency-strictness? 1.a. Classification 2. b. Ranking (Right) 3. c. Graphic rating scales 4.d. BARS 5.a. Classification 6. b. Ranking (Right)

QNo	Question Id	Question Description
393	1337622	When developing a graphic rating scale the best method for selecting the appropriate characteristics is the 1.d. behavioral nomination method 2. c. critical incident method (Right) 3.a. survey of work values 4. b. behavioral profile 5.a. survey of work values 6. b. behavioral profile
394	1337623	The major difference between a behaviorally-anchored rating scale (BARS) and a behavior observation scale (BOS) is that 1.a. only BARS is a behaverially–based evaluation method. 2.b. with BOS, the evaluator simply records the frequency of behavior without evaluating it (Right) 3.c. only BARS contains multiple dimensions of performance 4.d. with BOS the evaluator uses more categories of effectivene 5.a. only BARS is a behaverially–based evaluation method. 6.c. only BARS contains multiple dimensions of performance

QNo	Question Id	Question Description
395	1337624	: A confrontive appraisal interview that focuses on what employees have contributed to the organization is called 1.a. a behavioral analysis 2.b. a contributions appraisal (Right) 3.c. a stress appraisal 4.d. a terminal interview 5.a. a behavioral analysis 6.b. a contributions appraisal (Right)
396	1337625	Studies examining the effects of performance evaluations on promotion decisions generally conclude that 1. b. performance evaluations are second to company loyalty in determining promotions 2. c. performance information is essentially overlooked in making promotion decisions even though most managers think it is used extensively (Right) 3.d. performance information is not used and almost no one pretends that it is 4.a. performance information is the single most significant influence on promotion decisions 5.d. performance information is not used and almost no one pretends that it is 6. c. performance information is essentially overlooked in making promotion decisions even though most managers think it is used extensively (Right)

QNo	Question Id	Question Description
397	1337626	According to force field analysis, **1.** **a. change will occur when the sum of the opposing forces is zero.** **2.** **b. ignoring forces against change facilitates the change process.** **3.c. change occurs when forces in one direction exceed forces in opposing directions. (Right)** **4.** **d. forces resisting change must be eliminated before change can occur** **5.** **a. change will occur when the sum of the opposing forces is zero.** **6.** **b. ignoring forces against change facilitates the change process.**
398	1337627	What is the main drawback of overcoming resistance to change through a strategy of education and communication? **1.c. tends to breed suspicion** **2.a. tends to be resented by union leaders** **3.b. can be very time consuming** **4.d. too expensive (Right)** **5.d. too expensive (Right)** **6.c. tends to breed suspicion**

QNo	Question Id	Question Description
399	1337628	In the action research model of organizational development, 1.a. internal rather than external change agents are used. 2. b. the change agent is responsible for generating and monitoring the change strategies 3.c. the change agent collaborates extensively with the client group in gathering and analyzing data. (Right) 4. d. all data are quantitative data that are analyzed statistically. 5.a. internal rather than external change agents are used. 6. b. the change agent is responsible for generating and monitoring the change strategies
400	1337629	Employee empowerment refers to 1.a. giving employees the freedom to identify and implement better work procedures (Right) 2.b. requiring employees to obtain the proper authorizations 3.c. a labor dispute in which employees resist the authority of management 4.d. increasing the pay of employees to make them feel powerful 5.a. giving employees the freedom to identify and implement better work procedures (Right) 6.b. requiring employees to obtain the proper authorizations

QNo	Question Id	Question Description
401	1337630	An OD intervention refers to 1.a. a new organizational social system 2.b. a series of planned activities designed to improve organizational functioning (Right) 3.c. a change in the technological structure 4.d. the adoption of new technology 5.a. a new organizational social system 6.b. a series of planned activities designed to improve organizational functioning (Right)
402	1337631	Relative to OD interventions, process consultation is aimed at the _____ , whereas _____ is aimed at the entire organization. 1.a. individual; role analysis 2.b. group; skill development 3.c. individual; survey feedback (Right) 4.d. group; team building 5.d. group; team building 6.c. individual; survey feedback (Right)

QNo	Question Id	Question Description
403	1337632	Which organizational development technique has been criticized for possible harmful effects to participants? 1.b. Team building 2.a. Sensitivity training (Right) 3.c. Grid Organization Development 4.d. Survey feedback 5.a. Sensitivity training (Right) 6.b. Team building
404	1337633	Which of the following would probably increase rather than decrease the level of conflict between two groups? 1.a. find a common enemy 2.b. have them participate in joint social activities (Right) 3.c. exchange members between groups 4.d. engage in competitive events together 5.a. find a common enemy 6.b. have them participate in joint social activities (Right)

QNo	Question Id	Question Description
405	1337634	Which of the following would not be one of the steps in a TQM intervention? 1.a. Defining the major functions and services that must be performed. 2.b. Identifying the customer's requirements and developing quantitative measures to assess them. 3.d. Performing a culture audit using an ethnographic study. (Right) 4. c. Flow–charting the processes that occur within each department. 5.a. Defining the major functions and services that must be performed. 6.b. Identifying the customer's requirements and developing quantitative measures to assess them.
406	1337635	The change agent interviewed the old-timers to write a history of the company for younger employees who were unfamiliar with the company's background. This activity is most likely part of a _____ intervention. 1.a. structural 2.b. historical 3.c. cultural (Right) 4.d. process consultation 5.a. structural 6.b. historical

QNo	Question Id	Question Description
407	1337636	: All of the following federal laws pertain to training and development opportunities, except: **1.a. ADEA** **2.b. ADA** **3.c. Title VII of the CRA** **4.d. FLSA (Right)** **5.d. FLSA (Right)** **6.a. ADEA**
408	1337637	Two need-based motivational theories are based on work by: **1.a. Maslow and Herzberg (Right)** **2.b. McGregor and Vroom** **3.. Adam and Skinner** **4.d. Maslow and McGregor** **5.. Adam and Skinner** **6.a. Maslow and Herzberg (Right)**

QNo	Question Id	Question Description
409	1337638	Theory Y managers believe that: 1. a. Most people want and like work (Right) 2.b. Employees must be closely supervised 3.c. Most people rather not work if they could afford to quit 4.d. Employees work for their paycheck 5. a. Most people want and like work (Right) 6.b. Employees must be closely supervised
410	1337639	: Behavior modification uses the theories of: 1.a. Abraham Maslow 2.b. B.F. Skinner (Right) 3.c. Peter Drucker 4.d. Frederick Taylor 5.a. Abraham Maslow 6.b. B.F. Skinner (Right)

QNo	Question Id	Question Description
411	1337640	Blake–Mouton's theory describes the following four types of leadership style: **1.a. Authoritarian, Team, country club, Impoverished (Right)** **2.b. Dominant, Authoritarian, Energized, and Team** **3.c. Authoritarian, Team, Laissez–faire, and Inadequate** **4.d. Team, Individualistic, Self–Adequate, and Concerned** **5.a. Authoritarian, Team, country club, Impoverished (Right)** **6.b. Dominant, Authoritarian, Energized, and Team**
412	1337641	The three functions of HRD are: **1.a. Orientation, training, and de–employment** **2.b. Training, individual development, and strategic development** **3.** **c. Training, individual development, and organizational development (Right)** **4.d. Strategic, operation, and individual** **5.a. Orientation, training, and de–employment** **6.b. Training, individual development, and strategic development**

QNo	Question Id	Question Description
413	1337642	1. The training focus of a Lower Cost Leadership business strategy would be on: 1.a. Creativity, marketing, and product knowledge 2.b. Consistent procedures, and customer service 3.c. Creativity and consistent procedures 4.d. Quality control, consistency, and speed of production (Right) 5.a. Creativity, marketing, and product knowledge 6.b. Consistent procedures, and customer service
414	1337643	Career planning is the: 1. a. Individual's educational and development activities taken to control the direction of their own career (Right) 2.b. The organization's involvement in the employee's career plan 3.c. Organization's goals for each employee 4.d. Career path for management employees 5. a. Individual's educational and development activities taken to control the direction of their own career (Right) 6.b. The organization's involvement in the employee's career plan

QNo	Question Id	Question Description
415	1337644	An organization may choose to do all of the following to motivate a plateaued worker, except: 1.a. Lateral moves 2.b. Promotion (Right) 3.c. Temporary assignments 4. d. Committee assignments 5.a. Lateral moves 6.b. Promotion (Right)
416	1337645	A career that progresses through a series of related occupations is a: 1.a. Spiral Career (Right) 2.b. Protean Career 3.c. Transitory Career 4.d. Linear Career 5.c. Transitory Career 6.b. Protean Career

QNo	Question Id	Question Description
417	1337646	The most common type of employee training is: **1.a. Learning by actually doing the job training (Right)** **2.b. Training on off–the–job equipment** **3.c. Modeling the behavior of others** **4.d. A combination of classroom instruction and on–the–job training** **5.a. Learning by actually doing the job training (Right)** **6.b. Training on off–the–job equipment**
418	1337647	Job enrichment involves: **1.a. Adding more depth to a job (Right)** **2.b. Broadening the scope of a job** **3.c. Rotating the order in which the tasks are done** **4.d. Giving feedback directly to the employee** **5.a. Adding more depth to a job (Right)** **6.b. Broadening the scope of a job**

QNo	Question Id	Question Description
419	1337648	All of the following are true of dual-career couples except: **1.a. They have more to lose when relocating** **2.b. They are more mobile due to higher combined incomes (Right)** **3.c. Part–time, work–at–home, and flextime are acceptable options** **4.d. Their numbers are increasing** **5.a. They have more to lose when relocating** **6.b. They are more mobile due to higher combined incomes (Right)**
420	1337649	The three functions of HRD are: **1.a. Orientation, training, and de–employment** **2.b. Training, individual development, and strategic development** **3.c. Training, individual development, and organizational development (Right)** **4.d. Strategic, operation, and individual** **5.a. Orientation, training, and de–employment** **6.b. Training, individual development, and strategic development**

QNo	Question Id	Question Description
421	1337650	The training focus of a Lower Cost Leadership business strategy would be on: 1.a. Creativity, marketing, and product knowledge 2.d. Quality control, consistency, and speed of production 3.b. Consistent procedures, and customer service (Right) 4.c. Creativity and consistent procedures 5.a. Creativity, marketing, and product knowledge 6.b. Consistent procedures, and customer service (Right)
422	1337651	An organization may choose to do all of the following to motivate a plateaued worker, except: 1.a. Lateral moves 2.b. Promotion (Right) 3. c. Temporary assignments 4.d. Committee assignments 5.a. Lateral moves 6.b. Promotion (Right)

QNo	Question Id	Question Description
423	1337652	A career that progresses through a series of related occupations is a: **1.a. Spiral Career (Right)** **2.b. Protean Career** **3.c. Transitory Career** **4.d. Linear Career** **5.a. Spiral Career (Right)** **6.b. Protean Career**
424	1337653	The most common type of employee training is: **1.a. Learning by actually doing the job training (Right)** **2.b. Training on off–the–job equipment** **3.c. Modeling the behavior of others** **4.** **d. A combination of classroom instruction and on–the–job training** **5.a. Learning by actually doing the job training (Right)** **6.b. Training on off–the–job equipment**

QNo	Question Id	Question Description
425	1337654	Job enrichment involves: 1. a. Adding more depth to a job (Right) 2.b. Broadening the scope of a job 3.c. Rotating the order in which the tasks are done 4.d. Giving feedback directly to the employee 5. a. Adding more depth to a job (Right) 6.b. Broadening the scope of a job
426	1337655	All of the following are true of dual–career couples except: 1. d. Their numbers are increasing 2.a. They have more to lose when relocating 3.b. They are more mobile due to higher combined incomes (Right) 4.c. Part–time, work–at–home, and flextime are acceptable 5.a. They have more to lose when relocating 6.b. They are more mobile due to higher combined incomes (Right)

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QNo	Question Id	Question Description
427	1337656	The steps detailed in the ADDIE model of training are: 1.a. Assess, develop, design, implement, and evaluate 2.b. Assign, design, develop, investigate, and evaluate 3.c. Assess, design, develop, implement, and evaluate (Right) 4. d. Assess, define, design, implement, and evaluate 5.a. Assess, develop, design, implement, and evaluate 6.b. Assign, design, develop, investigate, and evaluate
428	1337657	Training objectives should be all of the following except: 1.a. Specific 2.b. Realistic 3.c. Easy to interpret (Right) 4.d. Timely 5.d. Timely 6.a. Specific

QNo	Question Id	Question Description
429	1337658	Which of the following is not a basic method for evaluating training programs? 1.a. Reaction 2.b. Learning 3.c. Behavior modeling (Right) 4.d. Results 5.a. Reaction 6.b. Learning
430	1337659	Which of the following training programs would most likely be conducted by external training resources? 1.b. Train–the–Trainer (Right) 2.a. Harassment training 3.c. OSHA training 4.d. Orientation 5.a. Harassment training 6.b. Train–the–Trainer (Right)

QNo	Question Id	Question Description
431	1337660	Training expatriates to prepare for global assignments includes all of the following except: **1.a. Pre–departure training for both the employee and family** **2.b. Business etiquette of the other culture** **3.c. On–the–job training in the new country (Right)** **4.d. Cross–cultural technology** **5.a. Pre–departure training for both the employee and family** **6.b. Business etiquette of the other culture**
432	1337661	Basics are learned quickly, then learning slows are more complex skills are mastered with a _____ learning curve. **1.d. Plateaued** **2.c. S–shaped** **3.** **b. Increasing returns** **4.a. Decreasing returns (Right)** **5.a. Decreasing returns (Right)** **6.** **b. Increasing returns**

QNo	Question Id	Question Description
433	1337662	The best answer for determining if training is cost effective is to: 1. d. Assess the attitude changes in participants 2. c. Measure improvements in performance 3.b. Compare the costs and benefits associated with the training (Right) 4.a. Look for reductions in voluntary turnover 5. d. Assess the attitude changes in participants 6. c. Measure improvements in performance
434	1337663	The performance appraisal system that specifies the performance goals that an individual and manager agree the employee will attain within a specific period of time is called: 1.a. Management by Objectives (Right) 2.b. Behavioral Expectations 3. c. Behavioral Anchored Rating 4.d. Critical Incident 5.a. Management by Objectives (Right) 6.b. Behavioral Expectations

QNo	Question Id	Question Description
435	1337664	: Rating all employees in a narrow range in the middle of the rating scale is an error of _____. 1.d. Similar–to–me 2.a. Central tendency (Right) 3.b. Contrast error 4. c. Leniency 5.d. Similar–to–me 6.a. Central tendency (Right)
436	1337665	The three phases of training are: 1.b. Job analysis, surveying trainees, evaluation 2.a. Needs assessment, implementation, evaluation (Right) 3.c. Commitment from upper management, needs assessment, evaluation 4.d. Approach, emphasis, presentation 5.a. Needs assessment, implementation, evaluation (Right) 6.b. Job analysis, surveying trainees, evaluation

QNo	Question Id	Question Description
437	1337666	The three learning domains that influence or change behavior are: 1.a. Identification, development, education (Right) 2. b. Cooperation, sharing, evaluating 3.c. Preparing, implementing, evaluating 4.d. Skills, knowledge, attitude 5.a. Identification, development, education (Right) 6. b. Cooperation, sharing, evaluating
438	1337667	The Hawthorne Studies focused on which of the following: 1.a. Assessing the impact of physical and environment on performance (Right) 2. b. Factors of employee's social groups and interpersonal relationships created at the work place 3.c. Examining interpersonal behavior and credibility 4.d. Examining the factors that determine the need for achievement 5.a. Assessing the impact of physical and environment on performance (Right) 6. b. Factors of employee's social groups and interpersonal relationships created at the work place

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QNo	Question Id	Question Description
439	1337668	A training technique that involves transferring trainees to different jobs to broaden their focus and to increase their knowledge is: 1.b. Job–instruction training 2. c. Imitative learning 3. d. Computer–assisted instruction 4. a. Job rotation (Right) 5. a. Job rotation (Right) 6.b. Job–instruction training
440	1337669	Which is not one of the six levels of learning? 1.a. Knowledge (Right) 2. b. Application 3.c. Analysis 4.d. Apprenticeship 5.a. Knowledge (Right) 6. b. Application

QNo	Question Id	Question Description
441	1337670	Which is not one of the six levels of learning? 1. a. Knowledge 2. b. Application 3.c. Analysis 4.d. Apprenticeship (Right) 5. a. Knowledge 6. b. Application
442	1337671	Which is not one of the four criteria for evaluating training programs? 1.a. Behavior 2.b. Synthesis (Right) 3.c. Reactions 4.d. Learning 5.a. Behavior 6.b. Synthesis (Right)
443	1337672	1. : Training is most effective in resolving 1.Attendance issues 2.Skill gaps (Right) 3.Attitudinal problems 4.Poor motivation 5.Skill gaps (Right) 6.Attitudinal problems

QNo	Question Id	Question Description
444	1337673	The term which describes long term training which includes a combination of both on-the-job and in-class training is: 1.Mentorship 2.Computer based training 3.Vestibule training 4.Apprenticeship (Right) 5.Mentorship 6.Computer based training
445	1337674	Which item is NOT an example of an indirect training cost? 1.Overtime 2.Increased scrap 3.Room and food charges (Right) 4.Low productivity 5.Overtime 6.Increased scrap
446	1337675	The phrase "transfer of training" refers to: 1.Moving training schedules around to accommodate production concerns 2.Freely sharing written training material with colleagues 3.Acquiring and evaluating skills during a training course (Right) 4.Implementing and maintaining new knowledge and skills back in the workplace 5.Moving training schedules around to accommodate production concerns 6.Freely sharing written training material with colleagues
447	1337676	The evolution of training activities has moved towards: 1.Specific on the job requirements using technology as the learning coach (Right) 2.Time and motion studies 3.Needs driven by productivity and efficiency concerns 4.Identifying opportunities to build intellectual capital 5.Specific on the job requirements using technology as the learning coach (Right) 6.Time and motion studies

QNo	Question Id	Question Description
448	1337677	The diagnostic process of needs assessment often starts with: 1.A job analysis 2.A gap analysis 3.A concern (Right) 4.An organizational audit 5.A job analysis 6.A gap analysis
449	1337678	The cognitive domain hierarchy of learning starts with: 1.Knowledge (Right) 2.Receiving 3.Perception 4.Motivation 5.Knowledge (Right) 6.Receiving
450	1337679	Which of the following is not a basic method for evaluating training programs? 1.a. Reaction 2. b. Learning 3.c. Behavior modeling (Right) 4.d. Results 5.a. Reaction 6. b. Learning

QNo	Question Id	Question Description
451	1337680	Basics are learned quickly, then learning slows are more complex skills are mastered with a _____ learning curve. **1.a. Decreasing returns (Right)** **2.b. Increasing returns** **3.** **c. S–shaped** **4.** **d. Plateaued** **5.a. Decreasing returns (Right)** **6.b. Increasing returns**
452	1337681	: The best answer for determining if training is cost effective is to: **1.Look for reductions in voluntary turnover** **2.Compare the costs and benefits associated with the training** **(Right)** **3.Measure improvements in performance** **4.Assess the attitude changes in participants** **5.Look for reductions in voluntary turnover** **6.Compare the costs and benefits associated with the training** **(Right)**
453	1337682	The performance appraisal system that specifies the performance goals that an individual and manager agree the employee will attain within a specific period of time is called: **1. Management by Objectives (Right)** **2.b. Behavioral Expectations** **3.Behavioral Anchored Rating** **4.Critical Incident** **5. Management by Objectives (Right)** **6.b. Behavioral Expectations**

QNo	Question Id	Question Description
454	1337683	The three phases of training are: 1.a. Needs assessment, implementation, evaluation (Right) 2. b. Job analysis, surveying trainees, evaluation 3. c. Commitment from upper management, needs assessment, evaluation 4.d. Approach, emphasis, presentation 5.a. Needs assessment, implementation, evaluation (Right) 6. b. Job analysis, surveying trainees, evaluation
455	1337684	The Hawthorne Studies focused on which of the following: 1.Assessing the impact of physical and environment on performance (Right) 2. Factors of employee's social groups and interpersonal relationships created at the work place 3.Examining interpersonal behavior and credibility 4.Examining the factors that determine the need for achievement 5.Assessing the impact of physical and environment on performance (Right) 6. Factors of employee's social groups and interpersonal relationships created at the work place
456	1337685	A training technique that involves transferring trainees to different jobs to broaden their focus and to increase their knowledge is: 1.a. Job rotation (Right) 2.b. Job–instruction training 3.c. Imitative learning 4.d. Computer–assisted instruction 5.a. Job rotation (Right) 6.b. Job–instruction training

QNo	Question Id	Question Description
457	1337686	Which is not one of the four criteria for evaluating training programs? 1.a. Behavior 2.b. Synthesis (Right) 3. c. Reactions 4.d. Learning 5.a. Behavior 6.b. Synthesis (Right)
458	1337687	Which of the following job design practices broadens the scope of a job by expanding the number of different tasks to be performed? 1.a. Job enrichment 2.b. Division of labor 3.c. Job rotation 4.d. Job enlargement (Right) 5.a. Job enrichment 6.b. Division of labor
459	1337688	Direct costs to an employer include: 1.a. costs of operating a program (Right) 2. costs for operating the entire department 3.. costs for operating a unit 4. costs for operating a division 5.a. costs of operating a program (Right) 6. costs for operating the entire department

QNo	Question Id	Question Description
460	1337689	QUES: Which of the following is not a type of training needs analyses? 1.a. task analyses 2. b. organizational analyses 3.c. operations analyses (Right) 4.d. individual analyses 5.a. task analyses 6. b. organizational analyses
461	1337690	Common forms of behaviorally experienced training include all of the following except: 1.c. apprenticeship (Right) 2.d. case studies/incidents 3.a. diversity training 4.b. in–basket training 5.a. diversity training 6.b. in–basket training

QNo	Question Id	Question Description
462	1337691	: Which of the following is not one of the four strategies used in behavior modification approach? **1.a. behavior modeling (Right)** **2.** **b. positive reinforcement** **3.** **c. negative reinforcement** **4.** **d. punishment** **5.a. behavior modeling (Right)** **6.** **b. positive reinforcement**
463	1337692	: Which of the following is not one of the four strategies used in behavior modification approach? **1.a. behavior modeling (Right)** **2.b. positive reinforcement** **3.c. negative reinforcement** **4.** **d. punishment** **5.a. behavior modeling (Right)** **6.b. positive reinforcement**

QNo	Question Id	Question Description
464	1337693	What assesses the impact of physical and environmental influence on employee performance, which means special notice from management, may work to increase motivation? 1.a. group dynamics 2.b. laboratory training 3.c. Hawthorne studies (Right) 4. need for achievement 5.a. group dynamics 6.b. laboratory training
465	1337694	Which is not a benefit of training? 1.a. To increase company expenses (Right) 2.b. Reduction in errors 3.c. Reduction in turnover 4.d. Attitude Changes 5.a. To increase company expenses (Right) 6.b. Reduction in errors
466	1337695	What does the acronym KSA represent: 1.a. Knowledge, skill, ability (Right) 2.b. Knowledge, social, ability 3.c. Knowledge, skills, accountability 4.d. None of the above 5.a. Knowledge, skill, ability (Right) 6.b. Knowledge, social, ability

QNo	Question Id	Question Description
467	1337696	A pharmaceutical company is undertaking a joint venture that enables it to sell a new drug. The Company is on a tight time frame and needs to provide training for 150 sales representatives located throughout the U.S. Which of the following needs assessment methods should the company use to create the sales representatives' buy-in? **1.C. Assessment center** **2.D. Observation** **3.B. Phone interviews (Right)** **4.** **A. Questionnaire** **5.C. Assessment center** **6.D. Observation**
468	1337697	The training director for a company that wants to provide training for its 30 customer service representatives wants to undertake a needs analysis. What is the best way to gather information about customer service problems and solutions since the representatives are located at headquarters? **1.A. Review employee records to define past customer service problems.** **2.B. Form an advisory committee consisting of customer service, training, and operations managers.** **3.C. Ask customer service representatives to fill out questionnaires related to their training** **needs** **4.D. Conduct a series of focus groups with customer service representatives. (Right)** **5.A. Review employee records to define past customer service problems.** **6.B. Form an advisory committee consisting of customer service, training, and operations managers.**

QNo	Question Id	Question Description
469	1337698	The training director for a company that wants to provide training for its 30 customer service representatives wants to undertake a needs analysis. Once the data has been gathered, the next step is to 1. A. report the needs that training can and cannot meet. (Right) 2.B. develop the objectives for the training program. 3. C. propose a series of solutions for customer service problems. 4.D. decide whether to develop or buy the training program. 5. A. report the needs that training can and cannot meet. (Right) 6.B. develop the objectives for the training program.
470	1337699	Which of the following statements about a good training objective is true? 1. A. It includes the consequences of not meeting the objective. 2.B. It states what a trainee will be able to do as a result of training. (Right) 3. C. It states the role that management will play in the training. 4.D. It includes directions for meeting the objective. 5. A. It includes the consequences of not meeting the objective. 6.B. It states what a trainee will be able to do as a result of training. (Right)

QNo	Question Id	Question Description
471	1337700	A company purchases new billing software that will be used by its customer service and accounting departments. Which ofthe following training methods will be MOST effective in training employees to use the new system? 1.B. Group discussion and structured exercises 2.C. Demonstration and structured exercises (Right) 3.D. Reading and case study 4. A. Reading and a PowerPoint presentation 5. A. Reading and a PowerPoint presentation 6.D. Reading and case study
472	1337701	Which ofthe following is NOT a goal of orientation? 1. A. To provide remedial skills training (Right) 2.B. To establish relationships with coworkers 3.C. To understand company policies and procedures 4.D. To gain a feeling of belonging 5. A. To provide remedial skills training (Right) 6.B. To establish relationships with coworkers

QNo	Question Id	Question Description
473	1337702	What is the MOST important reason for conducting an internal marketing campaign for a new training program? 1. A. It protects a company from charges of discrimination. 2.B. It makes HRD more visible to the organization. 3.C. It increases employee motivation to participate. (Right) 4.D. It increases the company's reputation in the marketplace.' 5. A. It protects a company from charges of discrimination. 6.B. It makes HRD more visible to the organization.
474	1337703	Transfer of training refers to a trainee's ability to 1. A. teach others what they have learned. 2.B. evaluate the effectiveness of training. 3.C. pass a final exam at the end of the training session. 4.D. apply what they have learned on the job. (Right) 5. A. teach others what they have learned. 6.B. evaluate the effectiveness of training.

QNo	Question Id	Question Description
475	1337704	What is the difference between career management and career planning? **1.A. Career management focuses on the organization's needs; career planning focuses on the individual's needs. (Right)** **2.B. Career management assesses career paths within the organization; career planning focuses on building a pool of workers qualified for specific assignments.** **3.C. Career management assumes that employees are responsible for planning their own careers; career planning assumes that the company is responsible for planning employee careers.** **4.D. Career management is based on communication between managers and employees; career planning is done by the employee alone.** **5.A. Career management focuses on the organization's needs; career planning focuses on the individual's needs. (Right)** **6.B. Career management assesses career paths within the organization; career planning focuses on building a pool of workers qualified for specific assignments.**
476	1337705	Replacement planning is based on an organization's ability to **1.A. plan specific goals and assignments for individuals.** **2.** **B. find candidates with development potential.** **3.C. identify the best available candidate for a job.** ** (Right)** **4.D. test candidates' potential early in their careers.** **5.A. plan specific goals and assignments for individuals.** **6.** **B. find candidates with development potential.**

QNo	Question Id	Question Description
477	1337706	A job design strategy that increases the variety of responsibilities but requires the same skill level is referred to as 1.A. job enlargement. (Right) 2.B. job enrichment. 3.C. job simplification. 4.D. job specialization 5.A. job enlargement. (Right) 6.B. job enrichment.
478	1337707	Which leadership theory maintains that performance depends on the interaction between situation favorableness and leadership style? 1.A. Contingency (Right) 2.B. Trait 3.C. Behavioral 4. D. Situational 5.A. Contingency (Right) 6.B. Trait

QNo	Question Id	Question Description
479	1337708	Which of the following activities is typical of a transactional leader? **1.A. Provides vision to workers** **2.B. Intervenes when standards are not met (Right)** **3.C. Gives personal attention** **4.D. Communicates high expectations** **5.A. Provides vision to workers** **6.B. Intervenes when standards are not met (Right)**
480	1337709	What is the value of a strong corporate culture? **1.** **A. It makes maintenance of the status quo more likely.** **2.B. It gives members an organizational identity. (Right)** **3.** **C. It eliminates the need for a corporate ethics officer.** **4.** **D. It makes it easier for employees to question corporate values** **5.** **A. It makes maintenance of the status quo more likely.** **6.B. It gives members an organizational identity. (Right)**

QNo	Question Id	Question Description
481	1337710	An organization is concerned that managers have too many employees reporting to them and too many employees who report to more than one manager, hindering efficiency and resulting in conflicting goals. Which type of OD strategy will address this problem? 1. A. Interpersonal 2.B. Technological 3.C. Structural (Right) 4.D. Process 5.B. Technological 6.C. Structural (Right)
482	1337711	An interviewer believes that older workers are more difficult to train and make more mistakes than younger workers. This form of performance appraisal error is 1.A. deficiency. 2.B. contamination. 3.C. bias. (Right) 4.D. conflict. 5.B. contamination. 6.C. bias. (Right)

QNo	Question Id	Question Description
483	1337712	An employee who is extremely good at answering customer questions on technical software is not good at completing paperwork or working with fellow employees. n spite ofthis, the employee is rated highly in all performance categories. What performance appraisal error has occurred? 1.A. Recency 2.B. Halo effect (Right) 3.C. Bias 4.D. Leniency 5.A. Recency 6.B. Halo effect (Right)
484	1337713	A manager wants to introduce new changes in his organization. However he experiences a lot of resistance from employees at every level of the organization from management to line workers to the proposed changes that must be placed into effect immediately to ensure the organization continues successfully. Which of the following alternatives to implementing the change is NOT a good solution for overcoming the employee resistance? E. He bargains with the employee for changes 1.A. He uses force by power 2.B. He offers reward for change 3.C. He educates about the merits of change 4.D. He takes his employee for dinner and bribes him (Right) 5.D. He takes his employee for dinner and bribes him (Right) 6.A. He uses force by power

QNo	Question Id	Question Description
485	1337714	An employee training and development program which is designed to help the employee get the most out of it has the best results in the long term growth of any organization. Human resources is to play a significant role in the development of this training program. Out of the following factors which factor is the MOST IMPORTANT in designing of a training program? E. Correcting trainees problems 1. A. Defining outcomes (Right) 2.B. Hiring trainees 3.C. Recruiting trainees 4. D. Evaluating the progress of trainees 5. A. Defining outcomes (Right) 6.B. Hiring trainees
486	1337715	An Information Technology company is testing a new training program which involves lectures, demonstrations, reading sessions, group discussion, role play, and case studies. The teachers must ensure every one of the employees who attends the training session understands and can quickly implement the information provided. Which one of the statements may apply to this situation? 1.A. The trainer must employ only one of the above learning methods. 2. B. The trainer must employ all of the above learning methods. 3.C. The trainer must employ only two of the above learning methods. 4.D. The trainer can employ the learning methods which are most suitable for his training program. (Right) 5.A. The trainer must employ only one of the above learning methods. 6. B. The trainer must employ all of the above learning methods.

QNo	Question Id	Question Description
487	1337716	A manager may choose to have a larger group of new employee trainees or a smaller group. He has worked carefully with the HR department to coordinate employees to all meet for an in office, lecture style training program. If he chooses to train a larger group in an effort to save time and money for the organization, which of the following statements is true? **1.A. Classrooms must be used to accommodate a large group to be trained. (Right)** **2.B. Small rooms can be used to accommodate a large group to be trained.** **3.** **C. Office space of each employee can be used to accommodate a large group to be trained.** **4.** **D. The manager's office can be used to accommodate a large group to be trained.** **5.A. Classrooms must be used to accommodate a large group to be trained. (Right)** **6.B. Small rooms can be used to accommodate a large group to be trained.**
488	1337717	A classroom-based program , led through discussion, role play, or training videos in conjunction with discussion work best when teaching complicated ideas or methods of interacting with other people. Sexual harassment training, leadership training, sales training, interview training, and other types of real world interactions are best suited for a classroom training environment using training videos as a supporting resource. Which of the statements does not portray the benefits of classroom training? **1.A. Classrooms can accommodate a large number of trainees.** **2.** **B. Classrooms provide formal learning environments.** **3.** **C. Classrooms are well equipped for training purposes.** **4.D. Classrooms allow little interaction among trainees. (Right)** **5.A. Classrooms can accommodate a large number of trainees.** **6.** **B. Classrooms provide formal learning environments.**

QNo	Question Id	Question Description
489	1337718	A manager wants to promote group interaction in the training session that he is conducting. Lack of accountability of individuals within a group, off-task conversations, and employees who try to dominate the discussion are just some of the potential problems surrounding group interactions. Which of the following learning methods involves maximum group interaction among participants in a training program? 1.A. Orientations 2. B. Lectures 3.C. Case studies 4. D. Group Discussions (Right) 5.A. Orientations 6. B. Lectures
490	1337719	Many colleges and universities have arranged for students to work part-time in a special training program as part of their education. This training is called: 1.college trainee experience 2.educational credits program 3.coordinated education 4.an internship (Right) 5.college trainee experience 6.educational credits program
491	1337720	An important advantage of on-the-job training is that it 1.provides for greater group interaction 2.reduces the costs of supervision 3.provides immediate transfer of training (Right) 4.allows employees to learn at their own rate without any pressure to produce 5.allows employees to learn at their own rate without any pressure to produce 6.reduces the costs of supervision

QNo	Question Id	Question Description
492	1337721	An important advantage of on-the-job training is that **1.provides immediate transfer of training (Right)** **2.allows employees to learn at their own rate without any pressure to produce** **3.provides for greater group interaction** **4.reduces the costs of supervision** **5.allows employees to learn at their own rate without any pressure to produce** **6.provides for greater group interaction**
493	1337722	The three elements of effective training objectives are: (a) they are stated in behavioral terms, (b) they specify the conditions, constraints, and time limitations, and (c) they specify **1.the standards of acceptable performance** **(Right)** **2.behaviors that are realistic** **3.socially acceptable activities** **4.what is important to the organization** **5.the standards of acceptable performance** **(Right)** **6.behaviors that are realistic**
494	1337723	Which of the following learning methods DOES NOT promote one-to-one interaction among participants in a training program? The training program is informing employees of a new safety measure that must be put into place, complete understanding by employees is vital. A good one-on-one session is when trainers focus more on trainees than on how they are conveying the information. **1.B. Case studies (Right)** **2.C. Group Discussions** **3.A. Role–playing** **4.D. Lectures** **5.A. Role–playing** **6.B. Case studies (Right)**

QNo	Question Id	Question Description
495	1337724	Many of today's leaders in both the private and public sectors are finding that they are experiencing rapid change and reorganization, accompanied by shifting priorities that lead to new organizational goals and objectives. Which of the following describes the organization development process? 1.A. It looks at the values of the organization, external environment, organization behavior reactions (Right) 2. B. It supports the improvement of workplace performance by effectively managing change and providing the ability to proactively address these issues 3. C. It promotes the performance of the organization planned approach 4.D. It allows acceptance of change 5.A. It looks at the values of the organization, external environment, organization behavior reactions (Right) 6. B. It supports the improvement of workplace performance by effectively managing change and providing the ability to proactively address these issues
496	1337725	The diagnostic process of needs assessment often starts with: 1.An organizational audit 2.A concern (Right) 3.A gap analysis 4.A job analysis 5.A job analysis 6.A gap analysis
497	1337726	The evolution of training activities has moved towards 1.Specific on the job requirements using technology as the learning coach (Right) 2.Time and motion studies 3.Needs driven by productivity and efficiency concerns 4.Identifying opportunities to build intellectual capital 5.Specific on the job requirements using technology as the learning coach (Right) 6.Time and motion studies

QNo	Question Id	Question Description
498	1337727	key principle of adult learning suggests that adults: 1.Are keenly open to change (Right) 2.Tend to be problem centred 3.Do not need theoretical knowledge, just practical applications 4.Prefer a relaxing "lecture style" training delivery 5.Are keenly open to change (Right) 6.Tend to be problem centred
499	1337728	The phrase "transfer of training" refers to: 1.Moving training schedules around to accommodate production concerns 2.Freely sharing written training material with colleagues 3.Acquiring and evaluating skills during a training course (Right) 4. Implementing and maintaining new knowledge and skills back in the workplace 5.Moving training schedules around to accommodate production concerns 6.Freely sharing written training material with colleagues
500	1337729	Which item is NOT an example of an indirect training cost? 1.Room and food charges (Right) 2.Low productivity 3.Increased scrap 4.Overtime 5.Overtime 6.Increased scrap
501	1337730	1. Training is most effective in resolving: 1.Skill gaps (Right) 2.Attitudinal problems 3.Poor motivation 4.Attendance issues 5.Attitudinal problems 6.Skill gaps (Right)

QNo	Question Id	Question Description
502	1337731	A key principle of adult learning suggests that adults: 1.Prefer a relaxing "lecture style" training delivery 2.Are keenly open to change **(Right)** 3.Tend to be problem centred 4.Do not need theoretical knowledge, just practical applications 5.Do not need theoretical knowledge, just practical applications 6.Tend to be problem centred
503	1337732	A classroom-based program , led through discussion, role play, or training videos in conjunction with discussion work best when teaching complicated ideas or methods of interacting with other people. Sexual harassment training, leadership training, sales training, interview training, and other types of real world interactions are best suited for a classroom training environment using training videos as a supporting resource. Which of the statements does not portray the benefits of classroom training? 1.A. Classrooms can accommodate a large number of trainees. 2.D. Classrooms allow little interaction among trainees. **(Right)** 3.C. Classrooms are well equipped for training purposes. 4. B. Classrooms provide formal learning environments. 5. B. Classrooms provide formal learning environments. 6.A. Classrooms can accommodate a large number of trainees.
504	1337733	A manager wants to promote group interaction in the training session that he is conducting. Lack of accountability of individuals within a group, off-task conversations, and employees who try to dominate the discussion are just some of the potential problems surrounding group interactions. Which of the following learning methods involves maximum group interaction among participants in a training program? 1.A. Orientations 2.B. Lectures 3.C. Case studies 4.D. Group Discussions **(Right)** 5.A. Orientations 6.B. Lectures

QNo	Question Id	Question Description
505	1337734	Which of the following learning methods DOES NOT promote one-to-one interaction among participants in a training program? The training program is informing employees of a new safety measure that must be put into place, complete understanding by employees is vital. A good one-on-one session is when trainers focus more on trainees than on how they are conveying the information. **1.A. Role–playing** **2.B. Case studies (Right)** **3.C. Group Discussions** **4.D. Lectures** **5.A. Role–playing** **6.B. Case studies (Right)**
506	1337735	Many of today's leaders in both the private and public sectors are finding that they are experiencing rapid change and reorganization, accompanied by shifting priorities that lead to new organizational goals and objectives. Which of the following describes the organization development process? E. It shifts the responsibility of change from the employee to management **1.** **A. It looks at the values of the organization, external environment, organization behavior reactions (Right)** **2.B. It supports the improvement of workplace performance by effectively managing change and providing the ability to proactively address these issues** **3.C. It promotes the performance of the organization planned approach** **4.D. It allows acceptance of change** **5.** **A. It looks at the values of the organization, external environment, organization behavior reactions (Right)** **6.B. It supports the improvement of workplace performance by effectively managing change and providing the ability to proactively address these issues**

QNo	Question Id	Question Description
507	1337736	Organizational learning is an area of knowledge within organizational theory that studies models and theories about the way an organization learns and adapts. Which of these is a characteristic of an adaptive organization? **1.A. It is able to sense changes in signals from its environment (both internal and external) and adapt accordingly (Right)** **2.B. It is able to sense changes in signals from its environment (both internal and external) and bud does not adapt** **3.C. It is unable to sense changes in signals from its environment (both internal and external) but adapts anyway** **4.** **D. It is able to sense changes in signals from its internal environment and adapt accordingly** **5.A. It is able to sense changes in signals from its environment (both internal and external) and adapt accordingly (Right)** **6.B. It is able to sense changes in signals from its environment (both internal and external) and bud does not adapt**
508	1337737	One of the differences between pedagogy and androgogy is that **1.Adults are oriented to learning using a subject centered approach** **2.Freely sharing written training material with colleagues** **3.Adult motivation is primarily intrinsic not extrinsic (Right)** **4.Adults are keenly receptive to change** **5.Adult motivation is primarily intrinsic not extrinsic (Right)** **6.Freely sharing written training material with colleagues**
509	1337738	An employer's mission statement includes: **1.a. short–term needs to meet the strategic plan** **2.b. a statement of purpose for what the organization values (Right)** **3.c. long–term objectives** **4.d. a statement of employment practices** **5.a. short–term needs to meet the strategic plan** **6.b. a statement of purpose for what the organization values (Right)**

QNo	Question Id	Question Description
510	1337739	When structuring training objectives, the trainer should: **1.Give trainees a clear understanding of what to expect (Right)** **2. Isolate all learning objectives in a single learning domain** **3.Encourage trainees to evaluate whether they can omit certain course objectives** **4.? Focuses on the processes used to achieve organizational goals** **5.Give trainees a clear understanding of what to expect (Right)** **6. Isolate all learning objectives in a single learning domain**
511	1337740	example of a technical barrier to effective performance is: **1.Group norms** **2.Poor job design (Right)** **3.Ineffective feedback** **4.? Work climate and attitudes** **5.Group norms** **6.Poor job design (Right)**
512	1337741	Training works best under which of the following conditions: **1.The task is easy and perfection is not required (Right)** **2.Correct performance is critical** **3.The task is infrequently performed** **4.Implementing and maintaining new knowledge and skills back in the workplace** **5.The task is easy and perfection is not required (Right)** **6.Correct performance is critical**
513	1337742	The unique characteristics of a learning organization is that **1.employees are rewarded for submitting creative suggestions and participating in their implementation** **2.a. the members learn about each other** **3.b. it has the capacity to gather new information and use it for improvement (Right)** **4.c. it focuses on selecting new employees who love learning and are highly skilled** **5.a. the members learn about each other** **6.b. it has the capacity to gather new information and use it for improvement (Right)**

QNo	Question Id	Question Description
514	1337743	The best reason for presenting a training program is because: . . **1.a. it contributes to the organization's goals and objectives (Right)** **2.b. it has been highly advertised** **3.c. competitors are using the training.** **4.d. concern about federal agency pressure** **5.a. it contributes to the organization's goals and objectives (Right)** **6.b. it has been highly advertised**
515	1337744	The systems model of training contains three phases: _____, training and development, and evaluation. **1.a. preparation** **2.b. assessment (Right)** **3.c. introduction** **4.d. organizing** **5.d. organizing** **6.c. introduction**
516	1337745	In assessing training needs, an examination of production efficiency, labor costs, turnover, and accidents would be part of which training needs analysis? **1.a. personnel** **2.b. task** **3.c. operations** **4.d. organizational (Right)** **5.a. personnel** **6.b. task**
517	1337746	The major difference between training and education is that: **1.a. education refers more to acquiring specific skills.** **2.b. education is more closely related to learning a particular job.** **3.c. training provides more general knowledge.** **4.** **d. training narrows the range of responses while education broadens the range. (Right)** **5.a. education refers more to acquiring specific skills.** **6.b. education is more closely related to learning a particular job.**

QNo	Question Id	Question Description
518	1337747	The best method for conducting a training needs analysis when data needs to be obtained from a large number of employees is 1.a. interviews 2.b. observations 3.c. questionnaires (Right) 4.d. focus groups 5.a. interviews 6.b. observations
519	1337748	Knowledge of results is most helpful when: 1.a. it comes immediately after each response. (Right) 2.b. it comes after a series of responses. 3.c. it is summarized showing average rates. 4.d. it simply tells the learners whether they were right or wrong, but not why. 5.a. it comes immediately after each response. (Right) 6.b. it comes after a series of responses.
520	1337749	The best strategy for reducing the problems of transfer of training is 1.a. to have the trainee practice the learning longer in each training session 2.. to have the trainee develop an action plan for implementing the new learning (Right) 3. c. to provide more immediate feedback during the training period 4. d. to lengthen the training time over additional training periods 5.a. to have the trainee practice the learning longer in each training session 6.. to have the trainee develop an action plan for implementing the new learning (Right)
521	1337750	The three elements of good training objectives are: (a) they are stated in behavioral terms, (b) they specify the conditions, constraints, and time limitations, and (c) they specify 1.a. the standards of acceptable performance (Right) 2. b. behaviors that are realistic 3.c. socially acceptable activities 4.d. what is important to the organization 5.a. the standards of acceptable performance (Right) 6. b. behaviors that are realistic

QNo	Question Id	Question Description
522	1337751	An important advantage of on-the-job training is that it **1.a. provides immediate transfer of training (Right)** **2.b. allows employees to learn at their own rate without any pressure to produce** **3.c. provides for greater group interaction** **4.d. reduces the costs of supervision** **5.d. reduces the costs of supervision** **6.a. provides immediate transfer of training (Right)**
523	1337752	The training method made famous by the War Manpower Board during World War II, which involves a brief explanation, a demonstration, and then a performance try-out by the learner, is called: **1.a. job instruction training (Right)** **2.b. vestibule training** **3.c. vicarious learning** **4.d. behavior modeling** **5.a. job instruction training (Right)** **6.b. vestibule training**
524	1337753	Many colleges and universities have arranged for students to work part-time in a special training program as part of their education. This training is called: **1.b. educational credits program** **2.a. college trainee experience** **3.c. coordinated education** **4.d. an internship (Right)** **5.d. an internship (Right)** **6.c. coordinated education**
525	1337754	Which training method has limited usefulness because it does not provide for active participation of the learners, and there is no practice, no feedback, no knowledge of results, and limited transfer of training? **1.b. simulation** **2.c. programmed instruction** **3.d. lecture (Right)** **4.a. special study** **5.d. lecture (Right)** **6.c. programmed instruction**

QNo	Question Id	Question Description
526	1337755	Trainee involvement and immediate feedback are prominent in which training method? 1.a. lecture 2.b. correspondence courses 3.c. programmed instruction (Right) 4.d. audio visual techniques 5.a. lecture 6.b. correspondence courses
527	1337756	The major benefit of off-site training programs is 1.a. there is more space for the training to take place 2.b. job-related distractions can be minimized (Right) 3.c. the training facilities are usually more comfortable 4.d. the training can be provided by outside experts 5.a. there is more space for the training to take place 6.b. job-related distractions can be minimized (Right)
528	1337757	Tests would most likely be used for evaluating the results of training programs when which criterion is utilized? 1.a. reaction 2.b. learning (Right) 3.c. behavior 4.d. results 5.a. reaction 6.b. learning (Right)
529	1337758	Orientation training for new employees is better if: 1.a. trainees are warned that they will probably not succeed 2. b. a mentor or sponsor is assigned to them (Right) 3.c. they are introduced to everyone the first day 4.d. the entire orientation training is presented the first morning 5.a. trainees are warned that they will probably not succeed 6. b. a mentor or sponsor is assigned to them (Right)

QNo	Question Id	Question Description
530	1337759	What is the main drawback of overcoming resistance to change through a strategy of education and communication? **1.a. tends to be resented by union leaders** **2.b. can be very time consuming (Right)** **3.** **c. tends to breed suspicion** **4.d. too expensive** **5.a. tends to be resented by union leaders** **6.b. can be very time consuming (Right)**
531	1337760	Theory Y managers believe that: **1.a. Most people want and like work (Right)** **2.b. Employees must be closely supervised** **3.c. Most people rather not work if they could afford to quit** **4.d. Employees work for their paycheck** **5.a. Most people want and like work (Right)** **6.b. Employees must be closely supervised**
532	1337761	The three functions of HRD are: **1.a. Orientation, training, and de-employment** **2.** **b. Training, individual development, and strategic development** **3.** **c. Training, individual development, and organizational development (Right)** **4.d. Strategic, operation, and individual** **5.a. Orientation, training, and de-employment** **6.** **b. Training, individual development, and strategic development**
533	1337762	The most common type of employee training is: **1.a. Learning by actually doing the job training (Right)** **2.b. Training on off-the-job equipment** **3.c. Modeling the behavior of others** **4.d. A combination of classroom instruction and on-the-job training** **5.a. Learning by actually doing the job training (Right)** **6.b. Training on off-the-job equipment**

QNo	Question Id	Question Description
534	1337763	Training objectives should be all of the following except: **1.a. Specific** **2.b. Realistic** **3.c. Easy to interpret (Right)** **4.d. Timely** **5.b. Realistic** **6.a. Specific**
535	1337764	The best answer for determining if training is cost effective is to: **1.a. Look for reductions in voluntary turnover** **2.b. Compare the costs and benefits associated with the training (Right)** **3.c. Measure improvements in performance** **4.d. Assess the attitude changes in participants** **5.a. Look for reductions in voluntary turnover** **6.b. Compare the costs and benefits associated with the training (Right)**
536	1337765	The three phases of training are: **1.b. Job analysis, surveying trainees, evaluation** **2.c. Commitment from upper management, needs assessment, evaluation** **3.** **d. Approach, emphasis, presentation** **4.a. Needs assessment, implementation, evaluation (Right)** **5.a. Needs assessment, implementation, evaluation (Right)** **6.b. Job analysis, surveying trainees, evaluation**
537	1337766	The three learning domains that influence or change behavior are: **1.d. Skills, knowledge, attitude (Right)** **2.a. Identification, development, education** **3.b. Cooperation, sharing, evaluating** **4.c. Preparing, implementing, evaluating** **5.a. Identification, development, education** **6.b. Cooperation, sharing, evaluating**

QNo	Question Id	Question Description
538	1337767	The Hawthorne Studies focused on which of the following: **1.a. Assessing the impact of physical environment on performance (Right)** **2.b. Factors of employee's social groups and interpersonal relationships created at the work place** **3.** **c. Examining interpersonal behavior and credibility** **4.d. Examining the factors that determine the need for achievement** **5.a. Assessing the impact of physical environment on performance (Right)** **6.b. Factors of employee's social groups and interpersonal relationships created at the work place**
539	1337768	A training technique that involves transferring trainees to different jobs to broaden their focus and to increase their knowledge is: **1.a. Job rotation (Right)** **2.b. Job-instruction training** **3.c. Imitative learning** **4.d. Computer-assisted instruction** **5.a. Job rotation (Right)** **6.b. Job-instruction training**
540	1337769	Which is not one of the six levels of learning? **1.a. Knowledge** **2.b. Application** **3.c. Analysis** **4.d. Apprenticeship (Right)** **5.a. Knowledge** **6.b. Application**
541	1337770	Which is not one of the four criteria for evaluating training programs? **1.a. Behavior** **2.b. Synthesis (Right)** **3.c. Reactions** **4.d. Learning** **5.a. Behavior** **6.b. Synthesis (Right)**

QNo	Question Id	Question Description
542	1337771	Which of the following job design practices broadens the scope of a job by expanding the number of different tasks to be performed? **1.c. Job rotation** **2.d. Job enlargement (Right)** **3.b. Division of labor** **4.a. Job enrichment** **5.a. Job enrichment** **6.b. Division of labor**
543	1337772	An employer's mission statement includes: **1.a. short-term needs to meet the strategic plan** **2.b. a statement of purpose for what the organization values (Right)** **3.c. long-term objectives** **4.d. a statement of employment practices** **5.a. short-term needs to meet the strategic plan** **6.b. a statement of purpose for what the organization values (Right)**
544	1337773	Direct costs to an employer include: **1.a. costs of operating a program (Right)** **2.b. costs for operating the entire department** **3.c. costs for operating a unit** **4.d. costs for operating a division** **5.a. costs of operating a program (Right)** **6.b. costs for operating the entire department**
545	1337774	Which of the following is not a type of training needs analyses? **1.a. task analyses** **2.b. organizational analyses** **3.** **c. operations analyses (Right)** **4.d. individual analyses** **5.a. task analyses** **6.b. organizational analyses**

QNo	Question Id	Question Description
546	1337775	Common forms of behaviorally experienced training include all of the following except: **1.a. diversity training** **2.b. in-basket training** **3.c. apprenticeship (Right)** **4.d. case studies/incidents** **5.a. diversity training** **6.b. in-basket training**
547	1337776	The preparation of the employee for future responsibility, often at a different level in the organization is? **1.d. needs assessment** **2.c. education** **3.a. development (Right)** **4.b. training** **5.a. development (Right)** **6.b. training**
548	1337777	All of the following are types of a training needs analysis, except: **1.a. organizational analysis** **2.b. financial analysis (Right)** **3.c. task analysis** **4.d. individual analysis** **5.a. organizational analysis** **6.b. financial analysis (Right)**
549	1337778	Which is not a benefit of training? **1.a. To increase company expenses (Right)** **2.b. Reduction in errors** **3.c. Reduction in turnover** **4.d. Attitude Changes** **5.a. To increase company expenses (Right)** **6.b. Reduction in errors**

QNo	Question Id	Question Description
550	1337779	What does the acronym KSA represent: **1.a. Knowledge, skill, ability (Right)** **2.b. Knowledge, social, ability** **3.c. Knowledge, skills, accountability** **4.d. None of the above** **5.a. Knowledge, skill, ability (Right)** **6.b. Knowledge, social, ability**
551	1337780	What do all four phases of the learning process have in common? **1.a. Reaction** **2.b. Questioning (Right)** **3.c. Results** **4.d. Behavior** **5.a. Reaction** **6.b. Questioning (Right)**
552	1337781	Which of the following correctly defines training? **1.a. Skills that apply to an employees current job (Right)** **2.b. Preparation of the employee for future responsibility** **3.c. A generalized, individual learning experience** **4.d. An attempt to modify behavior** **5.a. Skills that apply to an employees current job (Right)** **6.b. Preparation of the employee for future responsibility**
553	1337782	What is the difference between training activities and developmental activities? **1.A. Training activities prepare employees for their present jobs; developmental activities prepare employees for future jobs. (Right)** **2.B. Training activities focus on the acquisition of new skills; developmental activities correct skill deficiencies.** **3.C. Training activities are broader in focus; developmental activities have a narrow focus.** **4.D. There is no difference; the two terms are interchangeable.** **5.A. Training activities prepare employees for their present jobs; developmental activities prepare employees for future jobs. (Right)** **6.B. Training activities focus on the acquisition of new skills; developmental activities correct skill deficiencies.**

QNo	Question Id	Question Description
554	1337783	Which of the following statements about adult learners is true? 1.A. They are more open to new ideas and alternative options than are student learners. 2.B. They are not motivated by external incentives since self-satisfaction is most important. 3.C. They can assess their own progress and do not need feedback from the instructor. 4.D.They are inclined to refer to past experiences and want opportunities to share them (Right) 5.A. They are more open to new ideas and alternative options than are student learners. 6.B. They are not motivated by external incentives since self-satisfaction is most important.
555	1337784	Which of the following is true of training needs assessments? 1. C. They serve as base line for evaluating training effectiveness. (Right) 2.D. They do not consider the conditions under which training is conducted. 3.A. They are concerned with employee skill gaps, not attitudes. 4.B. They can be eliminated if management knows what training is needed. 5.A. They are concerned with employee skill gaps, not attitudes. 6.B. They can be eliminated if management knows what training is needed.
556	1337785	Which of the following statements about an organizational needs assessment is true? 1.A. It uses employee interviews to determine training needs. 2.C. It indicates gaps between job requirements and job performance. 3. D. It identifies the impact of change on future training. (Right) 4.B. It identifies,how well individuals perform their jobs. 5.A. It uses employee interviews to determine training needs. 6.B. It identifies,how well individuals perform their jobs.
557	1337786	The training director for a company that wants to provide training for its 30 customer service representatives wants to undertake a needs analysis. Once the data has been gathered, the next step is to 1.A. report the needs that training can and cannot meet. (Right) 2.B. develop the objectives for the training program. 3.C. propose a series of solutions for customer service problems. 4.D. decide whether to develop or buy the training program. 5.B. develop the objectives for the training program. 6.C. propose a series of solutions for customer service problems.

Total Questions : 0

QNo	Question Id	Question Description

Unit Code	Group 1	Group 2	Unit Wise Total
1	53	48	**101**
2	51	50	**101**
3	46	49	**95**
Group Wise Total	**150**	**147**	

QNo	Question Id	Question Description
1	1421668	1. One commonly used public-key cryptography method is the _____ algorithm. 1.RAA 2.RAS 3.RSA (Right) 4.RSS
2	1421669	3. The _____ is the message after transformation. 1.cipher text (Right) 2.none of ht e above 3.plain text 4.secret text
3	1421670	5. The _____ method provides a one-time session key for two parties. 1.AES 2.DES 3.Diffie Hellman (Right) 4.RSA
4	1421671	. A(n) _____ algorithm transforms ciphertext to plaintext. 1.decryption (Right) 2.either a or b 3.encryption 4.neither a nor b
5	1421672	The _____ is the message after transformation. 1.cipher text (Right) 2.none of the above 3.plain text 4.secret text

QNo	Question Id	Question Description
6	1421673	A(n) _____ algorithm transforms plaintext to ciphertext. 1.decryption 2.either a or b 3.encryption (Right) 4.neither a nor b
7	1421674	A(n) _____ is a keyless substitution cipher with N inputs and M outputs that uses a formula to define the relationship between the input stream and the output stream. 1.none of the above 2.P-box 3.S- box (Right) 4.T-box
8	1421675	A _____ cipher replaces one character with another character. 1.either a or b 2.neither a nor b 3.substitute (Right) 4.transpositional
9	1421676	The _____ cipher reorders the plaintext characters to create a ciphertext 1.either a or b 2.neither a nor b 3.substitution 4.transpositional (Right)
10	1421677	_____ is a round cipher based on the Rijndael algorithm that uses a 128-bit block of data. 1.AED 2.AEE 3.AER 4.AES (Right)
11	1421678	. The _____is the original message before transformation 1.cipher text 2.none of the above 3.plain text (Right) 4.secret text

QNo	Question Id	Question Description
12	1421679	. A modern cipher is usually a complex _____cipher made of a combination of different simple ciphers. 1.circle 2.none of the above 3.round (Right) 4.square
13	1421680	. The _____ attack can endanger the security of the Diffie-Hellman method if two parties are not authenticated to each other. 1. none of the above 2. ciphertext attack 3. plaintext attack 4.man-in-the-middle (Right)
14	1421681	A combination of an encryption algorithm and a decryption algorithm is called a _____. 1.cipher (Right) 2.key 3.none of the above 4.secret
15	1421682	. In an asymmetric-key cipher, the receiver uses the _____ key. 1.either a or b 2.neither a nor b 3.private (Right) 4.public
16	1421683	AES has _____ different configurations. 1.five 2.four 3.three (Right) 4.two

QNo	Question Id	Question Description
17	1421684	DES is a(n) _____ method adopted by the U.S. government. 1.asymmetric key 2.either a or b 3.neither a nor b 4.symmetric key (Right)
18	1421685	. DES uses a key generator to generate sixteen _____ round keys. 1.32 bit 2.42 bit 3.48 bit (Right) 4.54 bit
19	1421686	The Caesar cipher is a _____cipher that has a key of 3. 1.additive 2.none of the above 3.shift (Right) 4.transposition
20	1421687	ECB and CBC are _____ ciphers. 1.block (Right) 2.field 3.none of the above 4.stream
21	1421688	A(n) _____is a keyless transposition cipher with N inputs and M outputs that uses a table to define the relationship between the input stream and the output stream. 1.none of the above 2.P-box (Right) 3.S- box 4.T-box

QNo	Question Id	Question Description
22	1421689	. _____ DES was designed to increase the size of the DES key. 1.double 2.none of the above 3.quardruple 4.triple (Right)
23	1421690	_____ is the science and art of transforming messages to make them secure and immune to attacks. 1.cryptoanalysis 2.cryptography (Right) 3.either a or b 4.neither a nor b
24	1421691	DES has an initial and final permutation block and _____ rounds. 1.14 2.15 3.16 (Right) 4.none of the above
25	1421692	The DES function has _____ components. 1.2 2.3 3.4 (Right) 4.5
26	1421693	. In a(n) _____ cipher, the same key is used by both the sender and receiver 1.asymmetric key 2.either a or b 3.neither a nor b 4.symmetric key (Right)
27	1421694	. _____ ciphers can be categorized into two broad categories: monoalphabetic and polyalphabetic. 1.either a or b 2.neither a nor b 3.substitution (Right) 4.transposition

QNo	Question Id	Question Description
28	1421695	. The _____ cipher is the simplest monoalphabetic cipher. It uses modular arithmetic with a modulus of 26. 1.additive 2.none of the above 3.shift (Right) 4.transposition
29	1421696	In an asymmetric-key cipher, the sender uses the_____ key. 1.either a or b 2.neither a nor b 3.private 4.public (Right)
30	1421697	In a(n) _____ cipher, a pair of keys is used. 1.asymmetric key (Right) 2.either a or b 3.neither a nor b 4.symmetric key
31	1421698	The _____ is a number or a set of numbers on which the cipher operates. 1.cipher 2.key (Right) 3.none of the above 4.secret
32	1421699	In a(n) _____, the key is called the secret key. 1.asymmetric key 2.either a or b 3.neither a nor b 4.symmetric key (Right)

QNo	Question Id	Question Description
33	1421700	Message_____ means that the data must arrive at the receiver exactly as sent. 1.authentication 2.confidentiality 3.integrity (Right) 4.none of the above
34	1421701	Message _____ means that the receiver is ensured that the message is coming from the intended sender, not an imposter. 1.authentication (Right) 2.confidentiality 3.integrity 4.none of the above
35	1421702	A(n) _____function creates a message digest out of a message. 1.decryption 2.encryption 3.hash (Right) 4.none of the above
36	1421703	. The secret key between members needs to be created as a _____ key when two members contact KDC 1.complimentary 2.none of the above 3.public 4.session (Right)
37	1421704	. The _____ criterion ensures that a message cannot easily be forged. 1.none of the above 2.one-wayness 3.strong-collision-resistance 4.weak-collision-resistance (Right)
38	1421705	A(n) _____ is a trusted third party that assigns a symmetric key to two parties. 1.CA 2.KDC (Right) 3.KDD 4.none of the above

QNo	Question Id	Question Description
39	1421706	. A witness used in entity authentication is _____. 1.all of the above (Right) 2.something inherent 3.something known 4.something possessed
40	1421707	A _____ message digest is used as an MDC. 1.either a or b 2.keyed 3.keyless (Right) 4.neither a nor b
41	1421708	A(n)_____ creates a secret key only between a member and the center. 1.CA 2.KDC (Right) 3.KDD 4.none of the above
42	1421709	_____ means to prove the identity of the entity that tries to access the system's resources. 1.Entity authentication (Right) 2.Message authentication 3.Message confidentiality 4.none of the above
43	1421710	A _____ signature is included in the document; a _____ signature is a separate entity. 1.conventional; digital (Right) 2.digital; digital 3.either (a) or (b) 4.neither (a) nor (b)
44	1421711	If _____ is needed, a cryptosystem must be applied over the scheme. 1.authentication 2.confidentiality (Right) 3.integrity 4.nonrepudiation

QNo	Question Id	Question Description
45	1421712	Digital signature provides _____. **1.authentication** **2.both (a) and (b) (Right)** **3.neither (a) nor (b)** **4.nonrepudiation**
46	1421713	Digital signature cannot provide _____ for the message. **1.authentication** **2.confidentiality (Right)** **3.integrity** **4.nonrepudiation**
47	1421714	To authenticate the data origin, one needs a(n) _____. **1.either a or b** **2.MAC (Right)** **3.MDC** **4.neither a nor b**
48	1421715	A(n) _____ can be used to preserve the integrity of a document or a message. **1.encrypted message** **2.message digest (Right)** **3.message summary** **4.none of the above**
49	1421716	Challenge-response authentication can be done using _____. **1.all of the above (Right)** **2.asymmetric-key ciphers** **3.keyed-hash functions** **4.symmetric-key ciphers**
50	1421717	The _____criterion ensures that we cannot find two messages that hash to the same digest. **1.none of the above** **2.one-wayness** **3.strong-collision-resistance (Right)** **4.weak-collision-resistance**

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QNo	Question Id	Question Description
51	1421718	A digital signature needs a(n)_____ system. 1.asymmetric (Right) 2.either a or b 3.neither a nor b 4.symmetric
52	1421719	A(n) _____is a federal or state organization that binds a public key to an entity and issues a certificate. 1.CA (Right) 2.KDC 3.Kerberos 4.noone of the above
53	1421720	Message _____ means that the sender and the receiver expect privacy. 1.authentication (Right) 2.confidentiality 3.integrity 4.none of the above
54	1421721	In _____ authentication, the claimant proves that she knows a secret without actually sending it 1. neither (a) nor (b) 2.challenge-response (Right) 3.either (a) or (b) 4.password-based
55	1421722	. In _____, a claimant proves her identity to the verifier by using one of the three kinds of witnesses 1. message authentication 2. message integrity 3.entity authentication (Right) 4.message confidentiality
56	1421723	The _____ criterion states that it must be extremely difficult or impossible to create the message if the message digest is given. 1.none of the above 2.one-wayness (Right) 3.strong-collision-resistance 4.weak-collision-resistance

QNo	Question Id	Question Description
57	1421724	A(n) _____ is a hierarchical system that answers queries about key certification. **1.CA (Right)** **2.KDC** **3.none of the above** **4.PKI**
58	1421725	_____ means that a sender must not be able to deny sending a message that he sent. **1.Authentication** **2.Confidentiality** **3.Integrity** **4.Nonrepudiation (Right)**
59	1421726	A hash function must meet _____ criteria. **1.2** **2.3 (Right)** **3.4** **4.none of the above**
60	1421727	. _____ is a popular session key creator protocol that requires an authentication server and a ticket-granting server. **1.CA** **2.KDC** **3.Kerberos (Right)** **4.none of the above**
61	1421728	Password-based authentication can be divided into two broad categories: _____ and _____. **1. time-stamped; fixed** **2.fixed; one-time (Right)** **3.fixed; variable** **4.none of the above**

QNo	Question Id	Question Description
62	1421729	_____ operates in the transport mode or the tunnel mode. **1.IPSec (Right)** **2.none of the above** **3.PGP** **4.SSL**
63	1421730	IKE creates SAs for _____. **1.IPSec (Right)** **2.PGP** **3.SSL** **4.VP**
64	1421731	_____ provides either authentication or encryption, or both, for packets at the IP level. **1.AH** **2.ESP (Right)** **3.PGP** **4.SSL**
65	1421732	One security protocol for the e-mail system is _____. **1.IPSec** **2.none of the above** **3.PGP (Right)** **4.SSL**
66	1421733	**1. What is correct?** **1.A. DES uses a 64-bit message block and a 56-bit key. (Right)** **2.B. DES uses a 64-bit message block and a 64-bit key.** **3.C. DES uses a 56-bit message block and a 64-bit key.** **4.D. DES uses a 56-bit message block and a 48-bit key.** **5.E. DES uses a 64-bit message block and a 128-bit key**

QNo	Question Id	Question Description
67	1421734	**2. An imaginary perfect mapping that allows the maximum number of bijective encryption mappings from the plaintext block to the ciphertext block of the same size is referred as the _____.** 1. C. Ideal diffusion cipher 2. E. Ideal block cipher (Right) 3.A. Ideal one-way function 4.B. Perfect secrecy cipher 5.D. Ideal round function
68	1421735	**3. An S-box satisfies the following criterion: For a 1-bit input change, at least n output bits change. We say that the S-box satisfies the.** 1.A. Bit change criterion 2.B. Bijection criterion 3.C. Diffusion criterion 4.D. Guaranteed avalanche criterion (Right) 5.E. Confusion criterion
69	1421736	**4. Which algorithm is typically used to test a large number for primality?** 1.A. Fermat 2.B. Euler 3.C. Miller–RabinD. Newton (Right) 4.D. RSA
70	1421737	**5. Mark the correct statement: There is no finite field with.** 1.3 elements 2.4 elements 3.6 elem,ents (Right) 4.8 elements

QNo	Question Id	Question Description
71	1421738	6. In Advanced Encryption Standard, the operations are performed on variables that have length. 1. B. 128 bits 2. C. a single bit 3.A. 64 bits 4.D. 4 bits 5.E. 8 bits (Right)
72	1421739	6. In Advanced Encryption Standard, the operations are performed on variables that have length. 1. B. 128 bits 2. C. a single bit 3. D. 4 bits 4.A. 64 bits 5.E. 8 bits (Right)

QNo	Question Id	Question Description
73	1421740	**7. In AES, the first and the last round begin with the following reversible part:** 1. B. AddRoundKey (Right) 2. C. ShiftRows 3. D. Substitute bytes 4.A. MixColumns 5.E. KeyExpand
74	1421741	**8. How many S-boxes does AES have?** 1.1 (Right) 2.16 3.3 4.5 5.8
75	1421742	**9. A standard that relies on AES and refers to data stored in sector-based devices is called:** 1.A. XTS-AES (Right) 2.B. CBC-AES 3.C. OFB-AES 4.D. GMAC-AES
76	1421743	**10. Double-DES was broken with the following attack:** 1.A. Differential cryptanalysis attack 2.B. Linear cryptanalysis attack 3.C. Man-in-the-middle attack 4.D. Meet-in-the-middle attack (Right)

QNo	Question Id	Question Description
77	1421744	**11. A source that is effectively random is referred to as:** 1.A. Open source 2.B. Seed 3.C. Keystream 4.D. Uniform randomness 5.E. Entropy source (Right)
78	1421745	**12. The most widely used stream cipher is:** 1.A. SHA-1 2.B. MD5 3.C. RC4 (Right) 4.D. AES-CBC
79	1421746	**13. Public-key encryption is also known as:** 1.A. optimal-key encryption 2.B. digital-key encryption 3.C. asymmetric encryption (Right) 4.D. one way time exchange encryption
80	1421747	**14. The difficulty of attacking RSA is based on the difficulty of:** 1.A. Finding a discrete logarithm value 2.B. Finding the prime factors of a composite number (Right) 3.C. Inversion problem in finite fields 4.D. Multiplication of big integers
81	1421748	**15. OAEP (Optimal Asymmetric Encryption Padding) is a technique applied to:** 1. B. Diffie-Hellman 2. C. ECC 3. D. RSA (Right) 4.A. PKI

QNo	Question Id	Question Description
82	1421749	**16. Which protocol enables two users to establish a secret key using a public-key scheme based on discrete logarithms:** 1. C. Fiat-Shamir 2.A. Micali-Schnorr 3.B. Miller-Rabin 4.D. Diffie-Hellman (Right)
83	1421750	**17. Included in the definition of an elliptic curve is a single element denoted O which is called the point.** 1.A. Zero point (Right) 2.B. Elliptic point 3.C. Far-away point 4.D. Abelian
84	1421751	**18.Digital Signature is.** 1. B Code number of the sender. 2. C Public Key Encryption. 3.A Scanned Signature on Computer 4.D Software to recognize signature. (Right)
85	1421752	**19.Kerberos is an encryption-based system that uses.** 1.A Secret key encryption (Right) 2.B Public key encryption 3.C Private key encryption 4.D Data key encryption

QNo	Question Id	Question Description
86	1421753	**20.Amazon.com comes under the following model.** **1.B2B** **2.B2C (Right)** **3.C2B** **4.C2C**
87	1421754	**21.A firewall may be implemented in.** **1.** **C. expensive modem** **2. A. routers which connect intranet to internet (Right)** **3. B. bridges used in an intranet** **4. D. user's application programs**
88	1421755	**22. Firewall as part of a router program** **1. A filters only packets coming from internet** **2. B filters only packets going to internet** **3. C filters packets travelling from and to the intranet from the internet (Right)** **4. D ensures rapid raffic of packets for speedy e-Commerce**
89	1421756	**23. Filtering of packets by firewall based on a router has facilities to** **1.1,2,3 (Right)** **2.1,2,3,4** **3.1,3** **4.2,3,4**
90	1421757	**24.Main function of proxy application gateway firewall is** **1. C. to allow corporate users to use all internet services** **2.A. to allow corporate users to use efficiently all internet services** **3.B. to allow intranet users to securely use specified internet services (Right)** **4.D. to prevent corporate users from using internet services** **D. to prevent corporate users from using internet services** **D. to prevent corporate users from using internet services** **D. to prevent corporate users from using internet services**

QNo	Question Id	Question Description
91	1421758	**25. Proxy application gateway** (i) acts on behalf of all intranet users wanting to access interne securely **(ii)** monitors all accesses to internet and allows access to only specified IP addresses **(iii)** disallows use of certain protocols with security problems **(iv)** disallows all internet users from accessing intranet **1. 2,3,4** **2.1,2** **3.1,2,3 (Right)** **4.1,2,3,4**
92	1421759	**26. A hardened firewall host on an intranet** (i) has a proxy application gateway program running on it **(ii)**Allows specified internet users to access specified services in the intranet **(iii)** Initiates all internet activities requested by clients and monitors them **(iv)** prevents outsiders from accessing IP addresses within the intranet **1.1,2** **2.1,2,3,4 (Right)** **3.2,3,4** **4.**
93	1421760	**27.hardened firewall host on an Intranet is** **1. A. a software which runs in any of the computers in the intranet** **2. B. a software which runs on a special reserved computer on the intranet (Right)** **3.C. a stripped down computer connected to the intranet** **4.D. a mainframe connected to the intranet to ensure security**
94	1421761	**28**. **By encryption of a text we mean** **1.Compressing it** **2.Expanding it** **3.Hashing it** **4.Scrambling it (Right)**

QNo	Question Id	Question Description
95	1421762	**Encryption is required to** (i) protect business information from eavesdropping when it is transmitted on internet (ii)efficiently use the bandwidth available in PSTN **(iii)** to protect information stored in companies' databases from retrieval **(iv)** to preserve secrecy of information stored in databases if an unauthorized person retrieves it **1.1,2** **2.1,4 (Right)** **3.2,3** **4.3,4**
96	1421763	**30. By symmetric key encryption we mean.** **1. A. one private key is used for both encryption and decryption (Right)** **2.B. private and public key used are symmetric** **3.C. only public keys are used for encryption** **4.D. only symmetric key is used for encryption**
97	1421764	## 31.A digital signature is **1. D. an encrypted signature of a sender** **2.A. a bit string giving identity of a correspondent** **3.B. a unique identification of a sender** **4.B. a unique identification of a sender (Right)**

QNo	Question Id	Question Description
98	1421765	**32. A digital signature is required** (i) to tie an electronic message to the sender's identity (ii)for non repudiation of communication by a sender (iii) to prove that a message was sent by the sender in a court of law (iv) in all e-mail transactions **1.1,2** **2.1,2,3** **3.1,2,3,4 (Right)** **4.1,3,4**
99	1421766	**33.A hashing function for digital signature** (i) must give a hashed message which is shorter than the original message (ii)must be hardware implementable (iii) two different messages should not give the same hashed message (iv) is not essential for implementing digital signature **1.1,2** **2.1,3 (Right)** **3.2,3** **4.3,4**

QNo	Question Id	Question Description
100	1421767	**34. The responsibility of a certification authority for digital signature is to authenticate the** **1.** **B. private keys of subscribers** **2.** **C. public keys of subscribers** **(Right)** **3.** **D. key used in DES** **4.A. hash function used**
101	1421768	Typically, _____ can receive application data from any application layer protocol, but the protocol is normally HTTP. **1.both a and b (Right)** **2.either a or b** **3.SSL** **4.TLS**
102	1421769	66. IKE is a complex protocol based on _____ other protocols. **1.2** **2.3** **3.4 (Right)** **4.5**
103	1421770	67. IPSec defines two protocols: _____ and _____. **1. AH; ESP** **(Right)** **2. PGP; ESP** **3. all of the above** **4.AH; SSL**

QNo	Question Id	Question Description
104	1421771	68. In the _____ mode, IPSec protects information delivered from the transport layer to the network layer. 1. either (a) or (b) 2. neither (a) nor (b) 3. tunnel 4.transport (Right)
105	1421772	69. _____ is the protocol designed to create security associations, both inbound and outbound. 1. CA 2. IKE (Right) 3. KDC 4.SA
106	1421773	70. A _____network is used inside an organization. 1. public 2. semi-private 3. semi-public 4.private (Right)
107	1421774	71. SSL provides _____. 1. confidentiality 2. compression 3. all of the above (Right) 4.message integrity

QNo	Question Id	Question Description
108	1421775	72.The Internet authorities have reserved addresses for _____. 1. none of the above (Right) 2. intranets 3. internet 4. extranets
109	1421776	73. An _____ is a network that allows authorized access from outside users. 1. internet 2. none of the above 3. extranet (Right) 4.intranet
110	1421777	74. _____ is a collection of protocols designed by the IETF (Internet Engineering Task Force) to provide security for a packet at the network level. 1.IP sec (Right) 2.None 3.PGP 4.SSL
111	1421778	75. IKE uses _____. 1. all of the above (Right) 2. ISAKMP 3. SKEME 4.Oakley

QNo	Question Id	Question Description
112	1421779	76. IPSec uses a set of SAs called the _____. 1.None 2.SAB 3.SAD 4.SADB **(Right)**
113	1421780	77. An _____ is a private network that uses the Internet model. 1.Extranet 2.internet 3.intranet **(Right)** 4.None
114	1421781	78. _____ is actually an IETF version of _____. 1. SSL; SLT 2. TLS; SSL **(Right)** 3. SSL; TLS 4.TLS; TSS
115	1421782	79. In _____, there is a single path from the fully trusted authority to any certificate 1.KDC 2.None 3.PGP 4.X509 **(Right)**
116	1421783	80. The combination of key exchange, hash, and encryption algorithms defines a _____ for each SSL session. 1.cipher suite **(Right)** 2.list of keys 3.list of protocols 4.None

QNo	Question Id	Question Description
117	1421784	81. A _____ provides privacy for LANs that must communicate through the global Internet. 1.VNN 2.VNP 3.VPN (Right) 4.VPP
118	1421785	82. _____ uses the idea of certificate trust levels. 1.KDC 2.None 3.PGP (Right) 4.X509
119	1421786	83. IPSec in the _____ mode does not protect the IP header. 1.either a or b 2.None 3.Transpot (Right) 4.Tunnel
120	1421787	35. Certification of Digital signature by an independent authority is needed because 1. B. it gives confidence to a business 2. C. the authority checks and assures customers that the public key indeed belongs to the business (Right) 3.A. it is safe 4.D. private key claimed by a sender may not be actually his
121	1421788	In cryptography, what is cipher? 1.algorithm for performing encryption and decryption (Right) 2.both (a) and (b) 3.encrypted message 4.none of the mentioned

QNo	Question Id	Question Description
122	1421789	In asymmetric key cryptography, the private key is kept by 1.all the connected devices to the network 2.receiver (Right) 3.sender 4.sender and receiver
123	1421790	Which one of the following algorithm is not used in asymmetric-key cryptography? 1.diffie-hellman algorithm 2.electronic code book algorithm (Right) 3.none of the mentioned 4.RSA algorithm
124	1421791	In cryptography, the order of the letters in a message is rearranged by 1.both (a) and (b) 2.none of the mentioned 3.substitution ciphers 4.transpositional ciphers (Right)
125	1421792	What is data encryption standard (DES)? 1.bit cipher 2.block cipher (Right) 3.none of the mentioned 4.stream cipher
126	1421793	Cryptanalysis is used 1.none of the mentioned 2.to encrypt the data 3.to find some insecurity in a cryptographic scheme (Right) 4.to increase the speed
127	1421794	Which one of the following is a cryptographic protocol used to secure HTTP connection? 1.explicit congestion notification (ECN) 2.resource reservation protocol 3.stream control transmission protocol (SCTP) 4.transport layer security (TSL) (Right)
128	1421795	Voice privacy in GSM cellular telephone protocol is provided by 1.A5/2 cipher (Right) 2.b5/4 cipher 3.b5/6 cipher 4.b5/8 cipher

QNo	Question Id	Question Description
129	1421796	ElGamal encryption system is 1.asymmetric key encryption algorithm (Right) 2.none of the mentioned 3.not an encryption algorithm 4.symmetric key encryption algorithm
130	1421797	Cryptographic hash function takes an arbitrary block of data and returns 1.both (a) and (b) 2.fixed size bit string (Right) 3.none of the mentioned 4.variable size bit string
131	1421798	Of the following choices, what can you use to verify data integrity? 1.AES 2.DES 3.RC4 4.SHA (Right)
132	1421799	Which of the following security properties does an S-Box provide? 1.Confusion (Right) 2.Diffusion 3.Integrity 4.Malleability
133	1421800	Which of the following security properties does a P-Box provide? 1.Confusion 2.Diffusion (Right) 3.Integrity 4.Malleability
134	1421801	Which of the following ciphers suffers from malleability attacks? 1.3DES 2.AES 3.DES 4.RC4 (Right)

QNo	Question Id	Question Description
135	1421802	Which of the following encryption modes suffer from malleability attacks? 1.Cipher Block Chaining (CBC) 2.Counter CBC-MAC (CCM) 3.Electronic Code Book (ECB) (Right) 4.Offset Code Book (OCB)
136	1421803	Which of the following hash functions is still considered secure against collision attacks? 1.MD-4 2.MD-5 3.SHA-1 4.SHA-256 (Right)
137	1421804	What is preferred way of encryption ? 1.pre shared secret key 2.public key-encryption (Right) 3.symmetric key 4.Using key distribution center (KDC)
138	1421805	What is not a role of encryption ? 1.It is used to ensure data corruption doesn't happens (Right) 2.It is used to ensure data integrity 3.It is used to ensure user authentication 4.It is used to protect data from unauthorized access during transmission
139	1421806	What is cipher-block chaining ? 1.Data is logically 'ANDed' with previous block 2.Data is logically 'ORed' with previous block 3.Data is logically 'XORed' with previous block (Right) 4.none of the mentioned
140	1421807	What is not an encryption standard ? 1.3DES 2.AES 3.DES 4.TES (Right)
141	1421808	Which of following is not a stream cipher? 1.RC4 2.RC5 3.TBONE (Right) 4.two fish

QNo	Question Id	Question Description
142	1421809	84. _____ provides privacy, integrity, and authentication in e-mail. 1.IP sec 2.None 3.PGP (Right) 4.SSL
143	1421810	85. In _____, there can be multiple paths from fully or partially trusted authorities. 1.KDC 2.None 3.PGP (Right) 4.X509
144	1421811	86. _____ provides authentication at the IP level. 1.AH (Right) 2.ESP 3.PGP 4.SSL
145	1421812	87. In _____, the cryptographic algorithms and secrets are sent with the message. 1.IP sec 2.PGP (Right) 3.SSL 4.TLS
146	1421813	88. _____ is designed to provide security and compression services to data generated from the application layer. 1.both a or b (Right) 2.either a or b 3.SSL 4.TLS

QNo	Question Id	Question Description
147	1421814	89. _____ provide security at the transport layer. **1.both a or b (Right)** **2.either a or b** **3.SSL** **4.TLS**
148	1421815	91. In the _____ mode, IPSec protects the whole IP packet, including the original IP header. **1.** **transport** **2.either a or b** **3.none** **4.tunnel (Right)**
149	1421816	92. _____ was invented by Phil Zimmerman. **1.IP sec** **2.None** **3.PGP (Right)** **4.SSL**
150	1421817	93. A _____ layer security protocol provides end-to-end security services for applications. **1.Data link** **2.Network** **3.None** **4.Transport (Right)**
151	1421818	94. In PGP, to exchange e-mail messages, a user needs a ring of _____ keys. **1.both a or b** **2.either a or b** **3.public (Right)** **4.secret**
152	1421819	95. In IPv6, the _____ field in the base header restricts the lifetime of a datagram. **1. next-header** **2. hop limit (Right)** **3.neighbor-advertisement** **4.version**

QNo	Question Id	Question Description
153	1421820	96. In IPv4 header, an HLEN value of decimal 10 means _____. 1. there are 40 bytes in the header (Right) 2. there are 10 bytes in the header 3. there are 40 bytes of options 4.there are 10 bytes of options
154	1421821	97. In IPv4, an HLEN value of decimal 10 means _____. 1. none of the above 2. there are 40 bytes in the header (Right) 3. there are 40 bytes of options 4.there are 10 bytes of options
155	1421822	98. In IPv6, the _____ field in the base header and the sender IP address combine to indicate a unique path identifier for a specific flow of data. 1.Destination IP address 2.Flow label (Right) 3.hop limit 4.next header
156	1421823	99. In IPv4, what is the value of the total length field in bytes if the header is 28 bytes and the data field is 400 bytes? 1.107 2.407 3.427 4.428 (Right)

QNo	Question Id	Question Description
157	1421824	100. The term _____ means that IP provides no error checking or tracking. IP assumes the unreliability of the underlying layers and does its best to get a transmission through to its destination, but with no guarantees. 1. best-effort delivery (Right) 2. none of the above 3. connection-oriented delivery 4.reliable delivery
158	1421825	What is major drawback of anomaly detection IDS ? 1.It doesnt detect novel attacks 2.It generates many false alarms (Right) 3.None of these 4.These are very slow at detection
159	1421826	What are characteristics of stack based IDS ? 1.It is programmed to interpret a certain series of packets 2.It models the normal usage of network as a noise characterization 3.The host operating system logs in the audit information 4.They are integrated closely with the TCP/IP stack and watch packets (Right)
160	1421827	What are characteristics of stack based IDS ? 1.It is programmed to interpret a certain series of packets 2.It models the normal usage of network as a noise characterization 3.The host operating system logs in the audit information 4.They are integrated closely with the TCP/IP stack and watch packets (Right)
161	1421828	_____ is a collection of protocolsdesigned by the IETF (Internet Engineering Task Force) to provide security for a packet at the network level 1.IPSec (Right) 2.none of the above 3.PGP 4.SSL

QNo	Question Id	Question Description
162	1421829	_____ operates in the transport mode or the tunnel mode **1.IPSec** **2.NONE OF ABOVE** **3.PGP** **4.SSL (Right)**
163	1421830	In the _____ mode, IPSec protects information delivered from the transport layer to the network layer **1.either (a) or (b** **2.neither (a) nor (b)** **3.transporT (Right)** **4.tunneL**
164	1421831	IPSec in the _____ mode does not protect the IP header. **1.either (a) or (b)** **2.neither (a) nor (b)** **3.TRANSPORT** **4.TUNEEL (Right)**
165	1421832	The _____ mode is normally used when we need host-to-host (end-to-end) protection of data **1. transport (Right)** **2.either (a) or (b)** **3.neither (a) nor (b)** **4.tunnel**
166	1421833	In the _____ mode, IPSec protects the whole IP packet, including the original IP header **1.either a or b (Right)** **2.neither a nor b** **3.transport** **4.tunnel**
167	1421834	IPSec defines two protocols: _____ and _____. **1.AH; ESP (Right)** **2.AH; SSL** **3.none of the above** **4.PGP; ESP**
168	1421835	_____ provides authentication at the IP level. **1.AH (Right)** **2.ESP** **3.PGP** **4.SSL**

QNo	Question Id	Question Description
169	1421836	_____ provides either authentication or encryption, or both, for packets at the IP level. 1.AH 2.ESP (Right) 3.PGP 4.SSL
170	1421837	IPSec uses a set of SAs called the _____. 1.none of above 2.SAB 3.SAD 4.SADB (Right)
171	1421838	_____ is the protocol designed to create security associations, both inbound and outbound. 1.CA 2.IKE (Right) 3.KDC 4.SA
172	1421839	An _____ is a private network that uses the Internet model. 1. intranet (Right) 2.extranet 3.internet 4.none of the above
173	1421840	The Internet authorities have reserved addresses for _____. 1.A) intranets 2.B) internets 3.extranets 4.none of the above (Right)
174	1421841	A _____ provides privacy for LANs that must communicate through the global Internet. 1.VNN 2.VNP 3.VPN (Right) 4.VPP
175	1421842	DES stands for 1.all the above 2.Data Encryption Standard (Right) 3.Direct Encryption Standard 4.none of the above

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QNo	Question Id	Question Description
176	1421843	AES stands for 1.Advanced Encryption Standard (Right) 2.all the above 3.Asynchronous Encryption Standard 4.none of the above
177	1421844	How many DES blocks are needed in Triple DES 1.3 (Right) 2.5 3.7 4.8
178	1421845	RC4 is a ....type of cipher 1.all the above 2.none of the above 3.stream cipher 4.symmetric stream cipher (Right)
179	1421846	There are two types of cipher system 1.all the above 2.Asymmetric & Symmetric (Right) 3.Asynchronous & Symmetric 4.none of the above
180	1421847	# 1. IP Sec is designed to provide the security at the 1. b) network layer (Right) 2.a) transport layer 3.c) application layer 4.d) session layer

QNo	Question Id	Question Description
181	1421848	## 2. In tunnel mode IPsec protects the 1. b) IP header 2. c) IP payload 3.a) entire IP packet (Right) 4.d) none of the mentioned
182	1421849	## 3. Network layer firewall works as a 1.both a and b 2.Frame filter 3.NOT 4.Packet filter (Right)
183	1421850	## 4. Network layer firewall has two sub-categories as 1.a) state ful firewall and stateless firewall (Right) 2.b) bit oriented firewall and byte oriented firewall 3.c) frame firewall and packet firewall 4.d) none of the mentioned
184	1421851	## 5. WPA2 is used for security in 1.Bluetooth 2.Ethernet 3.NOT 4.Wi fi (Right)

QNo	Question Id	Question Description
185	1421852	6. An attempt to make a computer resource unavailable to its intended users is called 1. b) virus attack 2.a) denial-of-service attack (Right) 3.c) worms attack 4.d) botnet process
186	1421853	7. Extensible authentication protocol is authentication framework frequently used in 1.a) wired personal area network 2.b) wireless networks (Right) 3.c) wired local area network 4.d) NOT
187	1421854	8. Pretty good privacy (PGP) is used in 1. b) email security (Right) 2.a) browser security 3.c) FTP security 4.d) None

QNo	Question Id	Question Description
188	1421855	9. PGP encrypts data by using a block cipher called 1. b) private data encryption algorithm 2.a) international data encryption algorithm (Right) 3.c) internet data encryption algorithm 4.d) None
189	1421856	10. When a DNS server accepts and uses incorrect information from a host that has no authority giving that information, then it is called 1. b) DNS hijacking 2.a) DNS lookup 3.c) DNS spoofing (Right) 4.d) none of the mentioned
190	1421857	11. I bank online. Which of the following are application-level encryption protocols that I would most likely use to securely bank online? 1. c. READY, SET, and GO 2.a. SSL and SET (Right) 3.b. Verisign and SHA1 4.d. PGP, PEM, and SSL

QNo	Question Id	Question Description
191	1421858	12. Multiple object can be sent over a TCP connection between client and server in 1. c) both (a) and (b) 2.a) persistent HTTP (Right) 3.b) non persistent HTTP 4.d) none of the mentioned
192	1421859	13. HTTP is _____ protocol. 1. b) transport layer 2.a)application layer (Right) 3.c) network layer 4.d) none of the mentioned
193	1421860	14. Secure shell (SSH) network protocol is used for 1. b) remote command-line login 2.a) secure data communication 3.c) remote command execution 4.d) all of the mentioned (Right)

QNo	Question Id	Question Description
194	1421861	15. SSH can be used in only 1. b) windows 2.a) unix-like operating systems 3.c) both (a) and (b) 4.d) none of the mentioned (Right)
195	1421862	16. Which one of the following is a file transfer protocol using SSH? 1. b) SFTP 2. c) rsync 3.a) SCP 4.d) all of the mentioned (Right)
196	1421863	A _____ layer security protocol provides end-to-end security services for applications 1.data link 2.network 3.none of the above 4.transport (Right)
197	1421864	_____ provide security at the transport layer 1.both a and b (Right) 2.either a or b 3.SSL 4.TLS
198	1421865	_____ uses the idea of certificate trust levels 1.KDC 2.NONE OF ABOVE 3.PGP (Right) 4.X509

QNo	Question Id	Question Description
199	1421866	In PGP, to exchange e-mail messages, a user needs a ring of _____ keys 1. secreT 2.both a and b 3.either a or b 4.public (Right)
200	1421867	When an attempt is to make a machine or network resource unavailable to its intended users, the attack is called 1.denial-of-service attack (Right) 2.slow read attack 3.spoofed attack 4.starvation attack
201	1421868	The code segment that misuses its environment is called a 1. none of the mentioned 2.code stacker 3.internal thief 4.trojan horse (Right)
202	1421869	The internal code of any software that will set of a malicious function when specified conditions are met, is called 1. trap door 2.code stacker 3.logic bomb (Right) 4.none of the mentione
203	1421870	The pattern that can be used to identify a virus is known as 1. stealth 2.armoured 3.multipartite 4.virus signature (Right)
204	1421871	What is a trap door in a program? 1.a security hole, inserted at programming time in the system for later use (Right) 2.a type of antivirus 3.none of the mentioned 4.security hole in a network
205	1421872	Which one of the following is not an attack, but a search for vulnerabilities to attack? 1.denial of service 2.dumpster diving 3.memory access violation 4.port scanning (Right)
206	1421873	File virus attaches itself to the 1.executable file (Right) 2.none of mentioned above 3.object file 4.source file

QNo	Question Id	Question Description
207	1421874	Multipartite viruses attack on **1.all of the mentioned (Right)** **2.boot sector** **3.files** **4.memory**
208	1421875	In asymmetric encryption **1.different keys are used encryption and decryption (Right)** **2.no key is required for encryption and decryption** **3.none of the mentioned** **4.same key is used for encryption and decryption**
209	1421876	What is preferred way of encryption ? **1.pre shared secret key** **2.public key-encryption (Right)** **3.symmetric key** **4.Using key distribution center (KDC)**
210	1421877	What is not a role of encryption ? **1.It is used to ensure data corruption doesn't happens (Right)** **2.It is used to ensure data integrity** **3.it is used to ensure user authentication** **4.It is used to protect data from unauthorized access during transmission**
211	1421878	What is cipher-block chaining ? **1.Data is logically 'ANDed' with previous block** **2.Data is logically 'ORed' with previous block** **3.Data is logically 'XORed' with previous block (Right)** **4.none of mentioned**
212	1421879	SSH can be used in only **1.** **b) windows** **2.** **c) both (a) and (b)** **(Right)** **3.a) unix-like operating systems** **4.d) none of the mentioned**

QNo	Question Id	Question Description
213	1421880	SSH uses _____ to authenticate the remote computer. **1.a)public-key,cryptography (Right)** **2.b)private-key,cryptography** **3.c)both (a) and (b)** **4.d) none of the mentioned**
214	1421881	Which standard TCP port is assigned for contacting SSH servers? **1.a)port21** **2.b)port22 (Right)** **3.c)port23** **4.d) port 24**

QNo	Question Id	Question Description
215	1421882	Which one of the following protocol can be used for login to a shell on a remote host except SSH? **1.** **b)rlogin** **2.a)telnet** **3.c)both a and b (Right)** **4.d) none of the mentioned**
216	1421883	Which one of the following is a file transfer protocol using SSH? **1.** **a)SCP** **2.b)SFTP** **3.c)rsync** **4.d) all of the mentioned (Right)**

QNo	Question Id	Question Description
217	1421884	Which one of the following authentication method is used by SSH? **1.a)public-key** **2.b)hostbased** **3.c)password** **4.d) all of the mentioned (Right)**
218	1421885	Which one of the following is a cryptographic protocol used to secure HTTP connection? **1.** **a) stream control transmission protocol (SCTP)** **2.** **c) explicit congestion notification (ECN)** **3.** **d) resource reservation protocol** **4.b) transport layer security (TSL) (Right)**

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QNo	Question Id	Question Description
219	1421886	An attempt to make a computer resource unavailable to its intended users is called 1. a) denial-of-service attack (Right) 2. b) virus attack 3. c) worms attack 4.d) botnet process
220	1421887	What is a Hash Function ? 1.It creates a encrypted block of data 2.It creates a small flexible block of data 3.It creates a small, fixed block of data (Right) 4.none of the mentioned
221	1421888	MD5 produces __ bits hash data ? 1.112 2.128 (Right) 3.150 4.160
222	1421889	SHA-1 produces __ bit of hash ? 1.112 2.128 3.150 4.160 (Right)
223	1421890	Which two of the following are authentication algorithms ? 1.AES 2.DES (Right) 3.DIGITAL SIGNATURE 4.MAC

QNo	Question Id	Question Description
224	1421891	**What is role of Key Distribution Center ?** **1.a and b both** **2.It intended to reduce the risks inherent in exchanging keys (Right)** **3.It is used to distribute keys to everyone in world** **4.none of the mentioned**
225	1421892	Which of the following is not a fundamental security goal? **1. Availability** **2. Integrity** **3.Assurance (Right)** **4.Confidentiality**
226	1421893	Disclosure is a threat against which security goal? **1.Assurance** **2.Availability** **3.Confidentiality (Right)** **4.Integrity**
227	1421894	**Assymmetric Encryption: Why can a message encrypted with the Public Key only be decrypted with the receiver's appropriate Private Key?** **1.A so called "one way function with back door" is applyed for the encryption. (Right)** **2.Not true, the message can also be decrypted with the Public Key.** **3.The encrypted message contains the function for decryption which identifies the Private Key** **4.The Public Key contains a special function which is used to encrypt the message and which can only be reversed by the appropriate Private Key.**
228	1421895	**In which way does the Combined Encryption combine symmetric and assymmetric encryption?** **1.First, the message is encrypted with assymmetric encryption and aferwards it is encrypted symmetrically together with the key.** **2.First, the message is encrypted with symmetric encryption and aferwards it is encrypted assymmetrically together with the key.** **3.The secret key is assymmetrically transmitted, the message itself symmetrically. (Right)** **4.The secret key is symmetrically transmitted, the message itself assymmetrically**
229	1421896	**Which is the largest disadvantage of the symmetric Encryption?** **1.Isn't used any more.** **2.Less secure encryption function.** **3.More complex and therefore more time-consuming calculations.** **4.Problem of the secure transmission of the Secret Key. (Right)**

QNo	Question Id	Question Description
230	1421897	Which of the following statements are correct? **1.In the world wide web, primarly symmetric Encryption is used.** **2.PGP uses assymmetric encryption.** **3.PGP uses combined encryption. (Right)** **4.Symmetric encryption is applied in the transmission of PIN numbers from the EC automat to the server of the bank for example.**
231	1421898	Which is the principle of the encryption using a key? **1.All functions are public, only the key is secret. It contains the parameters used for the encryption resp. decryption. (Right)** **2.The key contains the secret function for encryption including parameters. Only a password can activate the key.** **3.The key indicates which funcion is used for encryption. Thereby it is more difficult to decrypt a intercepted message as the function is unknown.** **4.The key prevents the user of having to reinstall the software at each change in technology or in the functions for encryption**
232	1421899	Which of the following algorithm doesnot belongs to symmetric key encryption **1.3DES** **2.AES** **3.DES** **4.RSA (Right)**
233	1421900	The _____ attack can endanger the security of the Diffie-Hellman method if two parties are not authenticated to each other. **1.cipher text attack** **2.man in the middle (Right)** **3.none of the above** **4.plain text attack**
234	1421901	RSA involves very large........... numbers. **1.any no** **2.even no** **3.odd no** **4.prime no (Right)**
235	1421902	RSA stands for: **1.Rivest, Shamir, Adleman (Right)** **2.Rivest, shannon, adleman** **3.Rivest, shannon, adlmir** **4.Rivest, shannon, adnmand**

QNo	Question Id	Question Description
236	1421903	An attempt to make a computer resource unavailable to its intended users is called a) denial-of-service attack b) virus attack c) worms attack d) botnet process **1.botnet process** **2.denial of service attack (Right)** **3.virus attack** **4.worm attack**
237	1421904	The internal code of any software that will set of a malicious function when specified conditions are met, is called **1.code stacker** **2.logic bomb (Right)** **3.none of the mentioned** **4.trap door**
238	1421905	In computer security, …………………….. means that computer system assets can be modified only by authorized parities. A) Confidentiality B) Integrity C) Availability D) Authenticity **1.authenticity (Right)** **2.availability** **3.confidentiality** **4.integrity**
239	1421906	which is not a function used in RSA **1.euler's theorem** **2.Phi function** **3.prime factorization** **4.simplification (Right)**

QNo	Question Id	Question Description
240	1421907	Diffie hellman key exchane algorithm was developed in **1.1956** **2.1970 (Right)** **3.1977** **4.1984**
241	1421908	The Causes of Trapdoors are: 1. 2. **1.Forgets to remove them (Right)** **2.Intentionally leaves them for programmers** **3.Intentionally leaves them for users** **4.Others**
242	1421909	Pretty good privacy (PGP) is used in **1.** **b) email security (Right)** **2.a) browser security** **3.c) FTP security** **4.d) none of the mentioned**

QNo	Question Id	Question Description
243	1421910	PGP encrypts data by using a block cipher called 1. b) private data encryption algorithm 2.a) international data encryption algorithm (Right) 3.c) intrenet data encryption algorithm 4.d) none of the mentioned
244	1421911	A firewall needs to be _____ so that it can grow with the network it protects. 1. A. Robust (Right) 2. B. Expensive 3. D. Scalable 4. Fast

QNo	Question Id	Question Description
245	1421912	Ports upto _____are called as well known ports **1.1023 (Right)** **2.1025** **3.1500** **4.255**
246	1421913	A stateful firewall maintains a _____, which is a list of active connections. **1.** **A.** **Routing table** **2.** **State table** **(Right)** **3.Bridging table** **4.Connection table**
247	1421914	**25.** This 8-bit value identifies the maximum time the packet can remain in the system before it is dropped. **1.** **D.** **Checksum** **2.** **Time to live** **(Right)** **3.Fragment** **4.Protocol**

QNo	Question Id	Question Description
248	1421915	. Zone Alarm is an example of a _____ firewall. 1. A. Personal (Right) 2. B. Corporate 3. C. IDS 4. D. None of the above

QNo	Question Id	Question Description
249	1421916	. _____ is another term for a packet of digital information. 1. Data 2. Footer 3. Header 4.Datagram (Right)
250	1421917	. What is the most common command to use ICMP? 1. A. Ping (Right) 2. B. Trace 3.NBTsta 4.Netstat
251	1421918	The Sources of Trapdoors are: 1.A small amount of money is shaved from each computation 2.Debug commands left is code before r testing 3.Others 4.Poor error checking (Right)

QNo	Question Id	Question Description
252	1421919	20. In asymmetric encryption 1.different keys are used encryption and decryption (Right) 2.no key is required for encryption and decryption 3.none of the mentioned 4.same key is used for encryption and decryption
253	1421920	Which is the smallest prime number 1.1 2.2 (Right) 3.3 4.5
254	1421921	which is not a security goal 1.authentication 2.availability 3.both a and c (Right) 4.non repudiation
255	1421922	Diffie Hellman algorithm needs .... Numbers 1.Integer 2.positive Integers 3.prime (Right) 4.Whole
256	1421923	What function are used to generate the public key in RSA algorithm 1.all the above (Right) 2.Euler's theorem 3.Phi Function 4.prime function
257	1421924	Following equationis named as $d=k(\emptyset(n)+1)$ e 1.Euler's theorem (Right) 2.none of the above 3.Phi Function 4.Simplification equation
258	1421925	In RSA Phi Function is represented as: 1.$\emptyset(N)= (P1-1) * (P2-1)$ (Right) 2.$\emptyset(n)=(N-1)$ 3.$\emptyset(n)=(P1-1)$ 4.$\emptyset(n)=(P1-1) * (P2-1)$

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QNo	Question Id	Question Description
259	1421926	In Phi Function Ø(n)=(P1-1) * (P2-1), P1 & P2 is called as **1.none of the above** **2.two positive numbers** **3.two prime numbers (Right)** **4.two public numbers**
260	1421927	What e & d signifies in Euler's Exponentiation equation me mod N= C Cd mod N= m **1.any private exponent for encryption** **2.any public exponent for decryption** **3.any public exponent for encryption (Right)** **4.both 1 and 3**
261	1421928	Which algorithm uses shared key concept **1.AES** **2.DES** **3.Diffie Hellman (Right)** **4.RSA**
262	1421929	RSA algorithm is **1.Asymmetric cryptography (Right)** **2.Both 1 & 2** **3.None of the above** **4.Symmetric cryptography**
263	1421930	RSA and Diffie Hellman Asymmetric cryptography algorithm was developed **1.after 2nd world war (Right)** **2.all the above** **3.before second world war** **4.none of the above**
264	1421931	Diffie Hellman key exchange algorithm was developed to made **1.both 1 & 2 (Right)** **2.information online** **3.information Secure** **4.none of the above**
265	1421932	Diffie Hellman key exchange algorithm was developed to provide the **1.none of the above** **2.public enviornment** **3.secret enviornment** **4.semi automatic ground enviornment (Right)**
266	1421933	NORAD stands for **1.none of the above** **2.North American Aerospace Defence Command (Right)** **3.North American Air Defense Command** **4.North American Air Defense committee**

QNo	Question Id	Question Description
267	1421934	which problem is faced by diffie hellman algorithm **1.discrete logarithm problem (Right) 2.euler's exponentiation problem 3.frequency 4.none of the above**
268	1421935	As the length of prime number increases.................... also increases **1.Both 1 & 2 2.none of the above 3.space complexity increases 4.time complexity increases (Right)**
269	1421936	Which algorithm is more efficient RSA or Diffie Hellman **1.both 1 & 2 2.Diffie Hellman 3.none of the above 4.RSA (Right)**
270	1421937	. What port does DNS use for connection attempts? **1.21 2.53 (Right) 3.56 4.68**
271	1421938	FTP uses port _____ for the control port **1.20 2.21 (Right) 3.22 4.23**
272	1421939	A datagram is called _____ at the physcial layer of OSI Model **1.Bits (Right) 2.Frames 3.Packets 4.Segments**

QNo	Question Id	Question Description
273	1421940	**20.** A datagram is called _____ at the network layer of OSI. **1.Bits** **2.Frames** **3.Packets (Right)** **4.Segments**
274	1421941	Digital signature is used to verify the .... of sender **1.all the above** **2.authentication (Right)** **3.feasibility** **4.none of the above**
275	1421942	Key value pairs is usually seen in **1.** **c) Both a and b** **2.Hash tables (Right)** **3.Heaps** **4.Skip list**
276	1421943	A hash table can store a maximum of 10 records, currently there are records in location 1, 3,4,7,8,9,10. The probability of a new record going into location 2, with hash functions resolving collisions by linear probing is a) b) c) d) **1.0.1** **2.0.2** **3.0.5** **4.0.6 (Right)**
277	1421944	A technique for direct search is a) b) c) d) **1.Binary Search** **2.Hashing (Right)** **3.Linear Search** **4.Tree Search**

QNo	Question Id	Question Description
278	1421945	The searching technique that takes O (1) time to find a data is a) b) c) d) **1.Binary Search** **2.Hashing (Right)** **3.Linear Search** **4.Tree Search**
279	1421946	**How many different insertion sequences of the key values using the same hash function and linear probing will result in the hash table shown above?** **1.10** **2.20** **3.30 (Right)** **4.40**
280	1421947	Consider a hash table of size seven, with starting index zero, and a hash function $(3x + 4)\bmod 7$. Assuming the hash table is initially empty, which of the following is the contents of the table when the sequence 1, 3, 8, 10 is inserted into the table using closed hashing? Note that '_' denotes an empty location in the table. **1. 1, 10, 8, _, _, _, 3** **2. 8, _, _, _, _, _, 10** **3.1, _, _, _, _, _,3** **4.1, 8, 10, _, _, _, 3 (Right)**
281	1421948	Digital signature provides .... **1.all the above** **2.authentication (Right)** **3.confidentiality** **4.integrity**
282	1421949	Hashing is used for **1.all the above** **2.data authenticity** **3.data integrity (Right)** **4.none of the above**
283	1421950	HMAC is abbreviated as **1.all the above** **2.Hashed message authentication code (Right)** **3.Hashed multiple access control** **4.none of the above**

QNo	Question Id	Question Description
284	1421951	**17. The first line of HTTP request message is called _____** **1.a) Request line** **(Right)** **2.b) Header line** **3.c) Status line** **4.d) Entity line**
285	1421952	**18. IPSec is designed to provide the security at the** **1.** **b) network layer** **(Right)** **2.a) transport layer** **3.c) application layer** **4.d) session layer**
286	1421953	**19. An attempt to make a computer resource unavailable to its intended users is called** **1.a) denial-of-service attack** **(Right)** **2.b) virus attack** **3.c) worms attack** **4.d) botnet process**
287	1421954	**20. In FTP protocol, client contacts server using _____ as the transport protocol.** **1.a) transmission control protocol** **(Right)** **2.b) user datagram protocol** **3.c) datagram congestion control protocol** **4.d) stream control transmission protocol**

QNo	Question Id	Question Description
288	1421955	21. In file transfer protocol, data transfer can be done in 1. b) block mode 2.a) stream mode 3.c) compressed mode 4.d) all of the mentioned (Right)
289	1421956	22. In the network HTTP resources are located by 1.a) uniform resource identifier (Right) 2.b) unique resource locator 3.c) unique resource identifier 4.d) none of the mentioned
290	1421957	23. HTTP client requests by establishing a _____ connection to a particular port on the server. 1. b) transmission control protocol (Right) 2. c) broader gateway protocol 3.a) user datagram protocol 4.d) none of the mentioned

QNo	Question Id	Question Description
291	1421958	**24. In HTTP pipelining** **1.** **c) multiple HTTP requests are sent in a queue on a single TCP connection** **2.a) multiple HTTP requests are sent on a single TCP connection without waiting for the corresponding responses** **b) multiple HTTP requests can not be sent on a single TCP connection** **c) multiple HTTP requests are sent in a queue on a single TCP connection** **d) none of the mentioned** **3.a) multiple HTTP requests are sent on a single TCP connection without waiting for the corresponding responses (Right)** **4.d) none of the mentioned**
292	1421959	**25. SMTP connections secured by SSL are known as** **1.** **b) SSMTP** **2.a) SMTPS** **(Right)** **3.c) SNMP** **4.d) none of the mentioned**
293	1421960	**26. Typically, _____ can receive application data from any application layer protocol, but the protocol is normally HTTP** **1.** **B) TLS** **2.A) SSL** **3.C) either (a) or (b)** **4.D) both (a) and (b)** **(Right)**

QNo	Question Id	Question Description
294	1421961	27. _____ is actually an IETF version of _____. 1.A) **TLS; TSS** 2.B) **SSL; TLS** 3.C) **TLS; SSL** (Right) 4.D) **SSL; SLT**
295	1421962	28. _____ is designed to provide security and compression services to data generated from the application layer. **1.Both** **2.None (Right)** **3.SSL** **4.TLS**
296	1421963	29. _____ provide security at the transport layer. **1.Both** **2.None (Right)** **3.SSL** **4.TSL**
297	1421964	30. In HTTPS 'S' is stands for: 30. **1.None** **2.Secure (Right)** **3.Server** **4.Simple**

Total Questions : 327

Unit Code	Group 1	Group 2	Unit Wise Total
1	51	75	**126**
2	50	50	**100**
3	51	50	**101**
Group Wise Total	**152**	**175**	

QNo	Question Id	Question Description
1	151144	What is Artificial intelligence? **1.Putting your intelligence into Computer** **2.Programming with your own intelligence** **3.Making a Machine intelligent (Right)** **4.Playing a Game** **5.Putting more memory into Computer**
2	151146	Which is not the commonly used programming language for AI? **1.PROLOG** **2.Java** **3.LISP** **4. Perl (Right)** **5.Java script.**
3	151150	What is state space? **1.The whole problem** **2.Your Definition to a problem** **3.Problem you design** **4.Representing your problem with variable and parameter (Right)** **5.A space where You know the solution.**
4	151155	A production rule consists of **1.A set of Rule** **2.A sequence of steps** **3.Both (a) and (b) (Right)** **4.Arbitrary representation to problem**

QNo	Question Id	Question Description
5	151157	Which search method takes less memory? **1.Depth-First Search (Right)** **2.Breadth-First search** **3.Both (a) and (b)** **4.Linear Search.**
6	151170	A heuristic is a way of trying **1.To discover something or an idea embedded in a program** **2.To search and measure how far a node in a search tree seems to be from a goal** **3.To compare two nodes in a search tree to see if one is better than the other** **4.Only (a) and (b)** **5.only (a), (b) and (c). (Right)**
7	151174	A* algorithm is based on **1.Breadth-First-Search** **2.Depth-First –Search** **3.Best-First-Search (Right)** **4.Hill climbing** **5.Bulkworld Problem**
8	151178	Which is the best way to go for Game playing problem? **1.Linear approach** **2.Heuristic approach (Right)** **3.Random approach** **4.Optimal approach** **5.Stratified approach.**
9	151189	Weak AI is **1.the embodiment of human intellectual capabilities within a computer.** **2.a set of computer programs that produce output that would be considered to reflect intelligence if it were generated by humans.** **3.the study of mental faculties through the use of mental models implemented on a computer. (Right)** **4.All of the above** **5.None of the above**
10	151193	In a rule-based system, procedural domain knowledge is in the form of: **1.production rules (Right)** **2.rule interpreters** **3.meta-rules** **4.control rules** **5.None of the above**

QNo	Question Id	Question Description
11	151198	An algorithm is complete if **1.It terminates with a solution when one exists (Right)** **2.It starts with a solution** **3.It does not terminate with a solution** **4.It has a loop** **5.It has a decision parameter.**
12	151208	What is a heuristic function? **1.A function to solve mathematical problems** **2.A function which takes parameters of type string and returns an integer value** **3.A function whose return type is nothing** **4.A function which returns an object** **5.A function that maps from problem state descriptions to measures of desirability. (Right)**
13	151213	The traveling salesman problem involves n cities with paths connecting the cities. The time taken for traversing through all the cities, without knowing in advance the length of a minimum tour, is **1.O(n)** **2.O(n2)** **3.O(n!)** **(Right)** **4.O(n/2)** **5.O(2n).**
14	151923	The problem space of means-end analysis has **1.An initial state and one or more goal states** **2.One or more initial states and one goal state** **3.One or more initial states and one or more goal state** **4.One initial state and one goal state (Right)** **5.No goal state**
15	151941	An algorithm A is admissible if **1.It is not guaranteed to return an optimal solution when one exists** **2.It is guaranteed to return an optimal solution when one exists (Right)** **3.It returns more solutions, but not an optimal one** **4.It guarantees to return more optimal solutions** **5.It returns no solutions at all.**

QNo	Question Id	Question Description
16	151950	Knowledge may be I. Declarative. II. Procedural. III. Non-procedural. **1.Only (I) above** **2.Only (II) above** **3.Only (III) above** **4.Both (I) and (II) above (Right)** **5.Both (II) and (III) above.**
17	151958	What is the goal of artificial intelligence? **1.To solve real-world problems** **2.To solve artificial problems** **3.To explain various sorts of intelligence (Right)** **4.To extract scientific causes** **5.To restrict problems**
18	151978	What is Transposition rule? **1.From P ? Q, infer ~Q ? P** **2.From P ? Q, infer Q ? ~P** **3.From P ? Q, infer Q ? P** **4.From P ? Q, infer ~Q ? ~P (Right)**
19	152036	The course material associates AI most closely with **1.logic;** **2.perceptions;** **3.hard computational problems** **4.knowledge; (Right)** **5.algorithms**
20	152044	What is the name of the computer program that simulates the thought processes of human beings? **1.Human logic** **2.Expert reason** **3.Expert system (Right)** **4.Personal information** **5.None of the above**

QNo	Question Id	Question Description
21	152096	What is the name of the computer program that contains the distilled knowledge of an expert? **1.Data base management system** **2.Management information System** **3.Expert system (Right)** **4.Artificial intelligence** **5.None of the above**
22	152105	Claude Shannon described the operation of electronic switching circuits with a system of mathematical logic called: **1.LISP** **2.XLISP** **3.Boolean algebra (Right)** **4.neural networking**
23	152111	A computer program that contains expertise in a particular domain is called an: **1.intelligent planner** **2.automatic processor** **3.expert system (Right)** **4.operational symbolizer**
24	152128	Ambiguity may be caused by: **1.syntactic ambiguity** **2.multiple word meanings** **3.multiple word meanings** **4.All of the above (Right)**
25	152138	What of the following is considered to be a pivotal event in the history of AI. **1.1949, Donald O, The organization of Behaviour,** **2.1950, Computing Machinery and Intelligence.** **3.1956, Dartmouth University Conference Organized by John McCarthy (Right)** **4.1961, Computer and Computer Sense.**
26	152145	Natural language processing is divided into the two sub fields of: **1.symbolic and numeric** **2.time and motion** **3.algorithmic and heuristic** **4.understanding and generation (Right)**

QNo	Question Id	Question Description
27	152151	High-resolution, bit-mapped displays are useful for displaying: **1.clearer characters** **2.graphics** **3.more characters** **4.All of the above (Right)**
28	152154	Which of the following have people traditionally done better than computers? **1.recognizing relative importance** **2.finding similarities** **3.resolving ambiguity** **4.All of the above (Right)**
29	152160	A process that is repeated, evaluated, and refined is called: **1.diagnostic** **2.descriptive** **3.iterative (Right)** **4.**
30	152167	Who is considered to be the "father" of artificial intelligence? **1.Fisher Ada** **2.John McCarthy (Right)** **3.Allen Newell** **4.Alan Turning**
31	152173	A series of AI systems developed by Pat Langley to explore the role of heuristics in scientific discovery. **1.RAMD** **2.BACON (Right)** **3.MIT** **4.DU**
32	152177	A.M. turing developed a technique for determining whether a computer could or could not demonstrate the artificial Intelligence,, Presently, this technique is called **1.Turing Test (Right)** **2.Algorithm** **3.Boolean Algebra** **4.Logarithm**

QNo	Question Id	Question Description
33	152181	A Personal Consultant knowledge base contain information in the form of: 1.parameters 2.contexts 3.production rules 4.All of the above (Right)
34	152186	**Which approach to speech recognition avoids the problem caused by the variation in speech patterns among different speakers?** **1.Continuous speech recognition** **2.Isolated word recognition** **3.Connected word recognition** **4.Speaker-dependent recognition (Right)**
35	152193	Which of the following, is a component of an expert system? **1.inference engine** **2.knowledge base** **3.user interface** **4.All of the above (Right)**
36	152200	The characteristics of the computer system capable of thinking, reasoning and learning is known is **1.machine intelligence** **2.human intelligence** **3.artificial intelligence (Right)** **4.virtual intelligence**
37	152202	**The initial state and successor function implicitly define state space of the problem** **1.Initial state** **2.State space (Right)** **3.problem space** **4.problem place**
38	152211	**................ are data structures giving "snapshots" of the condition of the problem at each stage of its solution.** **1.States (Right)** **2.Operators** **3.Heuristic** **4.None of the above**

QNo	Question Id	Question Description
39	152214	The area of AI that investigates methods of facilitating communication between people and computers is: **1.natural language processing (Right)** **2.symbolic processing** **3.decision support** **4.robotics**
40	152224	.... are means for transforming the problem from one state to another. **1.States** **2.Operators (Right)** **3.Heuristic** **4. None of the above**
41	152225	Output segments of AI programming contain(s) **1.printed language and synthesized speech** **2.Manipulation of physical object** **3.Locomotion** **4.All of the above (Right)**
42	152233	**Which search agent operates by interleaving computation and action?** **1.Offline search** **2.Online search (Right)** **3.Breadth-first search** **4.Depth-first search**
43	152238	Strong AI is **1.the embodiment of human intellectual capabilities within a computer. (Right)** **2.a set of computer programs that produce output that would be considered to reflect intelligence if it were generated by humans.** **3.the study of mental faculties through the use of mental models implemented on a computer.** **4.All of the above**
44	152240	**Which are necessary for an agent to solve an online search problem?** **1.Actions** **2.Step-cost function** **3.Goal-test** **4.All of the mentioned (Right)**

QNo	Question Id	Question Description
45	152245	. In which of the following situations might a blind search be acceptable? **1.real-life situation** **2.complex game** **3.small search space (Right)** **4.All of the above**
46	152250	## Which of the following algorithm is online search algorithm? **1.Breadth-first search algorithm** **2.Depth-first search algorithm** **3.Hill-climbing search algorithm (Right)** **4.None of the mentioned**
47	152254	In AI programming, a list may contain: **1.cells** **2.fields** **3.pointers** **4.All of the above (Right)**
48	152257	## Which search algorithm will use limited amount of memory? **1.RBFS** **2.SMA*** **3.Hill-climbing search algorithm** **4.Both a & b (Right)**
49	152265	## Which search is equal to minimax search but eliminates the branches that can't influence the final decision? **1.Depth-first search** **2.Breadth-first search** **3.Alpha-beta pruning (Right)** **4.None of the mentioned**

QNo	Question Id	Question Description
50	152269	Special programs that assist programmers are called: **1.heuristic processors** **2.symbolic programmers** **3.intelligent programming tools (Right)** **4.program recognizers**
51	152270	**Which values are independant in minimax search algorithm?** **1.Pruned leaves x and y (Right)** **2.Every states are dependant** **3.Root is independant** **4.None of the mentioned**
52	152274	The "Turing Machine" showed that you could use a/an _____ system to program any algorithmic task. **1.binary (Right)** **2.electro-chemical** **3.recursive** **4.semantic**
53	152276	**To which depth does the alpha-beta pruning can be applied?** **1.10 states** **2.8 States** **3.6 States** **4.Any depth (Right)**
54	152280	Input segments of AI programming contain(s) **1.sound** **2.smell** **3.touch** **4.sight and taste** **5.All of the above (Right)**
55	152284	**Which search is similar to minimax search?** **1.Hill-climbing search** **2.Depth-first search (Right)** **3.Breadth-first search** **4.All of the mentioned**

QNo	Question Id	Question Description
56	152286	The primary interactive method of communication used by humans is: **1.reading** **2.writing** **3.speaking (Right)** **4.None of the above**
57	152291	Search space **1.The large set of candidate solutions possible for a problem (Right)** **2.The information stored in a database that can be, retrieved with a single query.** **3.Worth of the output of a machine learning program that makes it understandable for humans** **4.None of these**
58	152296	An expert system differs from a database program in that only an expert system: **1.contains declarative knowledge** **2.contains procedural knowledge (Right)** **3.features the retrieval of stored information** **4.expects users to draw their own conclusions**
59	152302	Natural language understanding is used in: **1.natural language interfaces** **2.natural language front ends** **3.text understanding systems** **4.All of the above (Right)**
60	152308	Which of the following are examples of software development tools? **1.debuggers** **2.editors** **3.assemblers, compilers and interpreters** **4.All of the above (Right)**
61	152315	The first AI programming language was called: **1.BASIC** **2.FORTRAN** **3.IPL (Right)** **4.LISP**

QNo	Question Id	Question Description
62	152324	Which is the most straight forward approach for planning algorithm? **1.Best-first search** **2.State-space search (Right)** **3.Depth-first search** **4.Hill-climbing search**
63	152339	**Which value is assigned to alpha and beta in the alpha-beta pruning?** **1.Alpha = max** **2.Beta = min** **3.Beta = max** **4.Both a & b (Right)**
64	152343	**Where does the values of alpha-beta search get updated?** **1.Along the path of search (Right)** **2.Initial state itself** **3.At the end** **4.None of the mentioned**
65	152347	**How the effectiveness of the alpha-beta pruning gets increased?** **1.Depends on the nodes (Right)** **2.Depends on the order in which they are executed** **3.Both a & b** **4.None of the mentioned**
66	152355	**What is called as transposition table?** **1.Hash table of next seen positions** **2.Hash table of previously seen positions (Right)** **3.Next value in the search** **4.None of the mentioned**

QNo	Question Id	Question Description
67	152363	Backtracking is based on, 1.Last in first out 2.First in first out 3.Recursion 4.Both a & c (Right)
68	152368	How many the new states are generated in backtracking algorithm? 1.1 (Right) 2.2 3.3 4.4
69	152373	When do we call the states are safely explored? 1.A goal state is unreachable from any state 2.A goal state is denied access 3.A goal state is reachable from every state (Right) 4.None of the mentioned
70	152379	Which of the following algorithm is generally used CSP search algorithm? 1.Breadth-first search algorithm 2.Depth-first search algorithm (Right) 3.Hill-climbing search algorithm 4.None of the mentioned
71	152385	Zero sum games are the one in which there are two agents whose actions must alternate and in which the utility values at the end of the game are always the same. 1.True (Right) 2. False 3. 4.

QNo	Question Id	Question Description
72	152391	A game can be formally defined as a kind of search problem with the following components: **1.Initial State** **2.Successor Function** **3.Terminal Test (Right)** **4.Utility Function**
73	152397	The initial state and the legal moves for each side define the _____ for the game. **1.Search Tree** **2.Game Tree** **3.State Space Search (Right)** **4.Forest**
74	152401	General algorithm applied on game tree for making decision of win/lose is _____ **1.DFS/BFS Search Algorithms** **2.Heuristic Search Algorithms (Right)** **3.Greedy Search Algorithms** **4.MIN/MAX Algorithms**
75	152406	The complexity of minimax algorithm is **1.Same as of DFS (Right)** **2.Space – bm and time – bm** **3. Time – bm and space – bm** **4.Same as BFS**

QNo	Question Id	Question Description
76	152424	**Which search is equal to minimax search but eliminates the branches that can't influence the final decision?** 1.Depth-first search 2.Breadth-first search 3.Alpha-beta pruning 4.None of the mentioned 5.both a and b (Right)
77	152430	**Which values are independant in minimax search algorithm?** 1.Pruned leaves x and y (Right) 2.Every states are dependant 3.Root is independant 4.None of the mentioned
78	152443	**To which depth does the alpha-beta pruning can be applied?** 1.10 states 2.8 States 3.6 States 4.Any depth (Right)
79	152455	**Which search is similar to minimax search?** 1.Hill-climbing search 2.Depth-first search (Right) 3.Breadth-first search 4.All of the mentioned
80	152467	**Which is identical to the closed list in Graph search?** 1.Hill climbing search algorithm 2.Depth-first search (Right) 3.Transposition table 4.None of the mentioned

QNo	Question Id	Question Description
81	152476	**Which function is used to calculate the feasibility of whole game tree?** **1.Evaluation function** **2.Transposition** **3.Alpha-beta pruning (Right)** **4.All of the mentioned**
82	152481	Which search agent operates by interleaving computation and action? **1.Offline search** **2.Online search (Right)** **3.Breadth-first search** **4.Depth-first search**
83	152497	When do we call the states are safely explored? **1.A goal state is unreachable from any state** **2.A goal state is denied access** **3.A goal state is reachable from every state (Right)** **4.None of the mentioned**
84	152510	What do we mean by simulated annealing in artificial intelligence? **1.Returns an optimal solution when there is a proper cooling schedule (Right)** **2.Returns an optimal solution when there is no proper cooling schedule** **3.It will not return an optimal solution when there is a proper cooling schedule** **4.None of the mentioned**
85	152523	Zero sum game has to be a _____ game. **1.Single player** **2.Two player (Right)** **3.Multiplayer** **4.Three player**
86	152599	**Which is used to construct the complex sentences?** **1.Symbols** **2.Connectives** **3.Logical connectives (Right)** **4.All of the mentioned**

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QNo	Question Id	Question Description
87	152608	**Which is used to compute the truth of any sentence?** 1.Semantics of propositional logic (Right) 2.Alpha-beta pruning 3.First-order logic 4.Both a & b
88	152622	**Which is also called single inference rule?** 1.Reference 2.Resolution (Right) 3.Reform 4.None of the mentioned
89	152644	**In which state spaces does the online-dfs-agent will work?** 1.Irreversible state spaces 2.Reversible state spaces (Right) 3.searchable state spaces 4.All of the mentioned
90	152660	What is the other name for forward state-space search? 1.Progression planning (Right) 2.Regression planning 3.Test planning 4.None of the mentioned
91	152668	How many ways are available to solve the state-space search? 1.1 2.2 (Right) 3.3 4.4

QNo	Question Id	Question Description
92	152678	What is the main advantage of backward state-space search? **1.Cost** **2.Actions** **3.Relevant actions (Right)** **4.All of the mentioned**
93	152706	What is the other name of backward state-space search? **1.Regression planning (Right)** **2.Progression planning** **3. State planning** **4.Test planning**
94	152711	What is meant by consistent in state-space search? **1.Change in the desired literals** **2.Not any change in the literals (Right)** **3.No change in goal state** **4.None of the mentioned**
95	152716	What will happen if a predecessor description is generated that is satisfied by the initial state of the planning problem? **1.Success** **2.Error** **3.Compilation** **4.Termination (Right)**
96	152722	Which approach is to pretend that a pure divide and conquer algorithm will work? **1.Goal independance** **2.Sub-goal independance (Right)** **3.Both a & b** **4.None of the mentioned**
97	152725	The High level language .... has now become the dominant AI programming language. **1.Ada** **2.Lisp (Right)** **3.AI pro** **4.High AI**

QNo	Question Id	Question Description
98	152734	In AI, a representation of …………………… is a combination of data structures and interpretive procedures that is used in the right way in a program. **1.Knowledge (Right)** **2.Power** **3.Strength** **4.Intelligence**
99	152738	………….. is an environment in which the search takes place. **1.problem place** **2.problem instance** **3.problem space (Right)** **4.None of the above**
100	152748	The fundamental ideas about retrieval that have been developed in AI systems might be termed as ……………… and …………………. **1.Analogy, reasoning** **2.Thinking, doing** **3.Event, domain** **4.Linking, lumping (Right)**
101	152758	………………. is the primary consideration in designing knowledge-based AI systems. **1.Analogy** **2.Efficiency (Right)** **3.Efficacy** **4.Acquisition**
102	152769	**Which form is called as conjunction of disjunction of literals?** **1.Conjunctive normal form (Right)** **2.Disjunctive normal form** **3.Normal form** **4.All of the mentioned**
103	177166	What among the following constitutes to the representation of the knowledge in different forms? **1.Relational method where each fact is set out systematically in columns** **2.Inheritable knowledge where relational knowledge is made up of objects** **3.Inferential knowledge** **4.Procedural knowledge** **5.All of the above (Right)**

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QNo	Question Id	Question Description
104	177190	Semantic Networks is **1.A way of representing knowledge (Right)** **2.Data Structure** **3.Data Type** **4.None of the mentioned**
105	177200	Semantic Networks is **1.A way of representing knowledge (Right)** **2.Data Structure** **3.Data Type** **4.none of the above**
106	177214	Graph used to represent semantic network is, **1.Directed complete graph** **2.Directed graph (Right)** **3.Directed Acyclic graph (DAG)** **4.**
107	177223	Following are the Semantic Relations used in Semantic Networks. **1.Meronymy** **2.Holonymy** **3.Hyponymy** **4.Hypernymy** **5.all of the above (Right)**
108	177230	Meronymy relation means **1.A is part of B (Right)** **2.B has A as a part of itself** **3.A is a kind of B** **4.A is superordinate of B**
109	177242	Hypernymy relation means, **1.A is part of B** **2.B has A as a part of itself** **3.A is a kind of B** **4.A is superordinate of B (Right)**

QNo	Question Id	Question Description
110	177253	Hyponymy relation means, **1.A is part of B** **2.B has A as a part of itself** **3.A is subordinate of B (Right)** **4.A is superordinate of B**
111	177272	The basic inference mechanism in semantic network is to follow the links between the nodes. **1.True (Right)** **2.False** **3.** **4.**
112	177284	There exists two way to infer using semantic networks. 1) Intersection Search 2) Inheritance Search **1.True (Right)** **2.False** **3.** **4.**
113	177298	Following is an extension of the semantic network. **1.Expert Systems** **2.Rule Based Expert Systems** **3.Decision Tree Based networks** **4.Partitioned Networks (Right)**
114	177306	Basic idea of an partitioned nets is to break network into spaces which consist of groups of nodes and arcs and regard each space as a node. **1.True (Right)** **2.False** **3.** **4.**
115	177310	Semantic Network represents **1.Syntactic relation between concepts** **2.Semantic relations between concepts (Right)** **3.Both a & b** **4.Neither a nor b**

QNo	Question Id	Question Description
116	177314	A semantic network is used when one has knowledge that is best understood as a set of concepts that are related to one another. **1.True (Right)** **2.False** **3.** **4.**
117	177322	What are the limitations of the semantic networks? **1.Intractability** **2.Lack in expressing some of the properties** **3.Incomplete** **4.Has memory constraints** **5.Either A or B (Right)**
118	177326	What among the following is/are the best example of semantic networks? **1.Wordnet** **2.Human Food Chain** **3.MYSIN** **4.Autonomous car driver** **5.Either A or B (Right)**
119	177328	Semantic Network is also known as Frame networks. **1.True (Right)** **2.False** **3.** **4.**
120	177332	Synonymy relation means, **1.A is part of B** **2.A denotes same as B (Right)** **3.A is a kind of B** **4.A is superordinate of B**
121	177338	Antonymy relation means, **1.A is part of B** **2.B has A as a part of itself** **3.A denotes opposite of B (Right)** **4.A is superordinate of B**

QNo	Question Id	Question Description
122	177340	Most semantic networks are not cognitive based. 1.True 2.False (Right) 3. 4.
123	177345	What among the following constitutes to the representation of the knowledge in different forms? 1.Relational method where each fact is set out systematically in columns 2.Using Frames 3.Inferential knowledge 4.Semantic Networks 5.All of the above (Right)
124	177350	Frames is 1.A way of representing knowledge 2.Data Structure 3.Data Type 4.None of the mentioned 5.A and B Both (Right)
125	177353	Frames in artificial intelligence is derived from semantic nets. 1.True (Right) 2.False 3. 4.
126	177358	Following are the elements, which constitutes to the frame structure. 1.Facts or Data 2.Procedures and default values 3.Frame names 4.Frame reference in hierarchy 5.Both A and B (Right)

QNo	Question Id	Question Description
127	177362	Like semantic networks, frames can be queried using spreading activation. **1.True (Right)** **2.False** **3.** **4.**
128	177367	Hyponymy relation means, **1.A is part of B** **2.B has A as a part of itself** **3.A is subordinate of B (Right)** **4.A is superordinate of B**
129	177415	Holonymy relation means, **1.A is part of B** **2.B has A as a part of itself (Right)** **3.A is a kind of B** **4.A is superordinate of B**
130	177420	Following is an extension of the semantic network. **1.Expert Systems** **2.Decision Tree Based networks** **3.Partitioned networks (Right)** **4.Rule Based Expert Systems**
131	177425	Basic idea of an partitioned nets is to break network into spaces which consist of groups of nodes and arcs and regard each space as a node. **1.True (Right)** **2.False** **3.** **4.**
132	177432	Semantic Network represents **1.Semantic relations between concepts (Right)** **2.Syntactic relation between concepts** **3.Both a & b** **4.Neither a nor b**

QNo	Question Id	Question Description
133	177437	A semantic network is used when one has knowledge that is best understood as a set of concepts that are related to one another. **1.True (Right)** **2.False** **3.** **4.**
134	177441	What are the limitations of the semantic networks? **1.Intractability** **2.Lack in expressing some of the properties** **3.Incomplete** **4.Has memory constraints** **5.Both A and B (Right)**
135	177452	Which is a refutation complete inference procedure for propositional logic? **1.Clauses** **2.Variables** **3.Propositional resolution (Right)** **4.Proposition**
136	177464	What kind of clauses is available in Conjunctive Normal Form? **1.Disjunction of literals (Right)** **2.Disjunction of variables** **3.Conjunction of literals** **4.Conjunction of variables**
137	177471	What is the condition of literals in variables? **1. Existentially quantified** **2.Universally quantified (Right)** **3.Quantified** **4.None of the mentioned**

QNo	Question Id	Question Description
138	177479	Which can be converted to inferred equivalent CNF (Conjunction Normal Form) sentence? **1.Every sentence of propositional logic** **2.Every sentence of inference** **3.Every sentence of first-order logic (Right)** **4.All of the mentioned**
139	177491	Which sentence will be unsatisfiable if the CNF (Conjunction Normal Form) sentence is unsatisfiable? **1.Search statement** **2.Reading statement** **3.Replaced statement** **4.Original statement (Right)**
140	177497	Which rule is equal to resolution rule of first-order clauses? **1.Propositional resolution rule (Right)** **2.Inference rule** **3.Resolution rule** **4.None of the mentioned**
141	177503	At which state does the propositional literals are complementary. **1.If one variable is less** **2.If one is the negation of the other (Right)** **3.Both a & b** **4.None of the mentioned**
142	177510	What is meant by factoring? **1.Removal of redundant variable** **2.Removal of redundant literal (Right)** **3.Addition of redundant literal** **4.Addition of redundant variable**
143	177525	When the resolution is called as refutation-complete? **1.Sentence is satisfiable** **2.Sentence is unsatisfiable (Right)** **3.Sentence remains the same** **4.None of the mentioned**

QNo	Question Id	Question Description
144	177536	Which is created by using single propositional symbol? 1.Complex sentences 2.Atomic sentences (Right) 3.Composition sentences 4.None of the mentioned
145	177541	Which is used to construct the complex sentences? 1.Symbols 2.Connectives 3.Logical connectives (Right) 4.All of the mentioned
146	177546	How many proposition symbols are there in artificial intelligence? 1.1 2.2 (Right) 3.3 4.4
147	177549	How many logical connectives are there in artificial intelligence? 1.2 2.3 3.4 4.5 (Right)
148	177553	Which is used to compute the truth of any sentence? 1.Semantics of propositional logic (Right) 2.Alpha-beta pruning 3.First-order logic 4.Both a & b
149	177555	Which are needed to compute the logical inference algorithm? 1.Logical equivalence 2.Validity 3.SatisfiabilityAll of the mentioned 4.All of the mentioned (Right)

QNo	Question Id	Question Description
150	177557	From which rule does the modus ponens are derived? 1.Inference rule (Right) 2.Module rule 3.Both a & b 4.None of the mentioned
151	177558	Which is also called single inference rule? 1.Reference 2.Resolution (Right) 3.Reform 4.None of the mentioned
152	177560	What can be viewed as single lateral of disjunction? 1.Multiple clauses 2.Combine clause 3.Unit clause (Right) 4.None of the mentioned
153	178491	What will take place as the agent observes its interactions with the world? 1.Learning (Right) 2.Hearing 3.Perceiving 4.Speech
154	178492	Which modifies the performance element so that it makes better decision? 1.Performance element 2.Changing element 3.Learning element (Right) 4.None of the mentioned
155	178505	How many things are concerned in design of a learning element? 1.1 2.2 3.3 (Right) 4.4

QNo	Question Id	Question Description
156	178517	**What is used in determining the nature of the learning problem?** **1.Environment** **2.Feedback** **3. Problem** **4. All of the mentioned (Right)**
157	178520	**How many types are available in machine learning?** **1.1** **2.2** **3.3 (Right)** **4.4**
158	178562	**Which is used for utility functions in game playing algorithm?** **1.Linear polynomial** **2.Weighted polynomial** **3.Polynomial** **4.Linear weighted polynomial (Right)**
159	178563	**Which is used to choose among multiple consistent hypotheses?** **1.Razor** **2.Ockham razor (Right)** **3.Learning element** **4.None of the mentioned**
160	178566	**What will happen if the hypothesis space contains the true function?** **1.Relizable** **2.Unrelizable (Right)** **3.Both a & b** **4.None of the mentioned**
161	178569	**What takes input as an object described by a set of attributes?** **1.Tree** **2.Graph** **3.Decision Tree** **4.Decision Graph (Right)**

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QNo	Question Id	Question Description
162	178572	How the decision tree reaches its decision? **1.Single test** **2.Two Test** **3.Sequence of test (Right)** **4.No test**
163	178573	What will take place as the agent observes its interactions with the world? **1.Learning (Right)** **2.Hearing** **3.Perceiving** **4.Speech**
164	178574	Which modifies the performance element so that it makes better decision? **1.Performance element** **2.Changing element** **3.Learning element (Right)** **4.None of the mentioned**
165	178579	Factors which affect the performance of learner system does not include **1.Representation scheme used** **2.Training scenario** **3.Type of feedback** **4.Good data structures (Right)**
166	178581	Different learning method does not include: **1.Memorization** **2.Analogy** **3.Deduction** **4.Introduction (Right)**
167	178583	Which of the following is the model used for learning? **1.Decision trees** **2.Neural networks** **3.Propositional and FOL rules** **4.All of the mentioned (Right)**
168	178585	Automated vehicle is an example of _____. **1.Supervised learning (Right)** **2.Unsupervised learning** **3.Active learning** **4.Reinforcement learning**

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QNo	Question Id	Question Description
169	178586	Following is an example of active learning: 1.News Recommender system (Right) 2.Dust cleaning machine 3.Automated vehicle 4.None of the mentioned
170	178587	In which of the following learning the teacher returns reward and punishment to learner? 1.Active learning 2.Reinforcement learning (Right) 3.Supervised learning 4.Unsupervised learning
171	178589	Decision trees are appropriate for the problems where: 1.Attributes are both numeric and nominal 2.Target function takes on a discrete number of values. 3.Data may have errors 4.All of the mentioned (Right)
172	178590	Which of the following is not an application of learning? 1.Data mining 2.WWW 3.Speech recognition 4.None of the mentioned (Right)
173	178591	Which of the following is the component of learning system? 1.Goal 2.Model 3.Learning rules 4.All of the mentioned (Right)
174	178593	Following is also called as exploratory learning: 1.Supervised learning 2.Active learning 3.Unsupervised learning (Right) 4.Reinforcement learning

QNo	Question Id	Question Description
175	178595	Which is not a desirable property of a logical rule-based system? 1.Locality 2.Attachment (Right) 3.Detachment 4.Truth-Functionality 5.Global attribute
176	178597	How is Fuzzy Logic different from conventional control methods? 1.IF and THEN Approach (Right) 2.FOR Approach 3.WHILE Approach 4.DO Approach 5.Else If approach
177	181786	What will take place as the agent observes its interactions with the world? 1.Learning (Right) 2.Hearing 3.Perceiving 4.Speech
178	181789	Which modifies the performance element so that it makes better decision? 1.Performance element 2.Changing element 3.Learning element (Right) 4.None of the mentioned
179	181790	Which is the most straightforward approach for planning algorithm? 1. Learning (Right) 2.Hearing 3.Perceiving 4. Speech

QNo	Question Id	Question Description
180	181791	Factors which affect the performance of learner system does not include **1.Representation scheme used** **2.Training scenario** **3.Type of feedback** **4.Good data structures (Right)**
181	181792	How many things are concerned in design of a learning element? **1.1** **2.2** **3.3 (Right)** **4.4**
182	181793	Which is not a desirable property of a logical rule-based system? **1.Locality** **2.Attachment** **(Right)** **3.Detachment** **4.Truth-Functionality** **5.Global attribute**
183	181794	Different learning method does not include: **1.Memorization** **2.Analogy** **3.Deduction** **4.Introduction (Right)**
184	181795	Which instruments are used for perceiving and acting upon the environment? **1.Sensors and Actuators** **(Right)** **2.Sensors** **3.Perceiver** **4.d) All of the mentioned**

QNo	Question Id	Question Description
185	181796	What are taken into account of state-space search? 1. Post conditions 2.Preconditions 3.Effects 4.Both b & c (Right)
186	181797	What is used in determining the nature of the learning problem? 1.Environment 2. Feedback (Right) 3.Problem 4.All of the mentioned
187	181798	How is Fuzzy Logic different from conventional control methods? 1.IF and THEN Approach (Right) 2. FOR Approach 3.WHILE Approach 4.DO Approach 5.Else If approach
188	181799	Which of the following is the model used for learning? 1.Decision trees 2.Neural networks 3.Propositional and FOL rules 4.All of the mentioned (Right)
189	181800	How many ways are available to solve the state-space search? 1.1 2.2 (Right) 3.3 4.4

QNo	Question Id	Question Description
190	181801	What is meant by agent's percept sequence? **1.Used to perceive the environment** **2.Complete history of actuator** **3.Complete history of perceived things (Right)** **4.Both a & b**
191	181802	How many types are available in machine learning? **1.1** **2.2** **3.3 (Right)** **4.4**
192	181803	In an Unsupervised learning **1.Specific output values are given** **2. Specific output values are not given (Right)** **3.No specific Inputs are given** **4.Both inputs and outputs are given** **5.Neither inputs nor outputs are given**
193	181804	How many types of agents are there in artificial intelligence? **1.1** **2.2** **3.3** **4.4 (Right)**
194	181805	What is the other name for forward state-space search? a) b) c) d) **1.Progression planning (Right)** **2.Regression planning** **3. Test planning** **4. None of the mentioned**

QNo	Question Id	Question Description
195	181806	?**Which is used for utility functions in game playing algorithm?** **1.Linear polynomial** **2.Weighted polynomial** **3.Polynomial** **4.Linear weighted polynomial (Right)**
196	181807	Inductive learning involves finding a **1.Consistent Hypothesis (Right)** **2.Inconsistent Hypothesis** **3.Regular Hypothesis** **4.Irregular Hypothesis** **5. Estimated Hypothesis**
197	181808	How many states are available in state-space search? **1.1** **2.2** **3.3** **4.4 (Right)**
198	181809	What is the rule of simple reflex agent? **1.Simple-action rule** **2.Condition-action rule (Right)** **3.Both a & b** **4.None of the mentioned**
199	181810	Computational learning theory analyzes the sample complexity and computational complexity of **1.Unsupervised Learning** **2.Inductive learning** **(Right)** **3. Forced based learning** **4. Weak learning** **5.Knowledge based learning**
200	181811	In which of the following learning the teacher returns reward and punishment to learner? **1.Active learning** **2.Reinforcement learning (Right)** **3.Supervised learning** **4.Unsupervised learning**

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QNo	Question Id	Question Description
201	181812	What are the composition for agents in artificial intelligence? **1.Program** **2.Architecture** **3.Both a & b (Right)** **4.None of the mentioned**
202	181813	Which is used to choose among multiple consistent hypotheses? **1.Razor** **2.Ockham razor (Right)** **3.Learning element** **4.None of the mentioned**
203	181814	If a hypothesis says it should be positive, but in fact, it is negative, we call it **1. A consistent hypothesis** **2.A false negative hypothesis** **3.A false positive hypothesis** **(Right)** **4.A specialized hypothesis** **5.A true positive hypothesis**
204	181815	What is the main advantage of backward state-space search? **1.Cost** **2.Actions** **3.Relevant actions (Right)** **4.All of the mentioned**
205	181816	Decision trees are appropriate for the problems where: **1.Attributes are both numeric and nominal** **2.Target function takes on a discrete number of values.** **3.Data may have errors** **4.All of the mentioned (Right)**
206	181817	In which agent does the problem generator is present? **1.Learning agent (Right)** **2.Observing agent** **3.Reflex agent** **4.None of the mentioned**

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QNo	Question Id	Question Description
207	181818	Neural Networks are complex ————————with many parameters. **1. Linear Functions** **2.Nonlinear Functions (Right)** **3.Discrete Functions** **4.Exponential Functions** **5. Power Functions**
208	181819	What will happen if the hypothesis space contains the true function? **1.Relizable** **2.Unrelizable (Right)** **3.Both a & b** **4.None of the mentioned**
209	181820	Which is used to improve the agents performance? **1.Perceiving** **2.Learning (Right)** **3.Observing** **4.None of the mentioned**
210	181822	What is the other name of backward state-space search? **1.Regression planning (Right)** **2.Progression planning** **3.State planning** **4.Test planning**
211	181823	Which of the following is the component of learning system? **1.Goal** **2.Model** **3.Learning rules** **4.All of the mentioned (Right)**
212	181825	What takes input as an object described by a set of attributes? **1.Tree** **2.Graph** **3.Decision graph** **4.Decision tree (Right)**

QNo	Question Id	Question Description
213	181826	A perceptron is a ————————————. **1.Feed-forward neural network (Right)** **2.Back-propagation algorithm** **3. Back-tracking algorithm** **4.Feed Forward-backward algorithm** **5.Optimal algorithm with Dynamic programming**
214	181827	Following is also called as exploratory learning: **1.Supervised learning** **2.Active learning** **3.Unsupervised learning (Right)** **4.Reinforcement learning**
215	181828	How the decision tree reaches its decision? **1.Single test** **2.two test** **3.Sequence of test (Right)** **4.no test**
216	181829	What is meant by consistent in state-space search? a) b) c) d) **1.Change in the desired literals** **2. Not any change in the literals (Right)** **3.No change in goal state** **4. None of the mentioned**
217	181830	Which of the following statement is true? **1.Not all formal languages are context-free (Right)** **2.All formal languages are Context free** **3. All formal languages are like natural language** **4.Natural languages are context-oriented free** **5.Natural language is formal**

QNo	Question Id	Question Description
218	181831	Which agent deals with happy and unhappy states? 1.Simple reflex agent 2.Model based agent 3.Learning agent 4.Utility based agent (Right)
219	181832	Which of the following statement is not true? 1.The union and concatenation of two context-free languages is context-free 2.The reverse of a context-free language is context-free, but the complement need not be 3.Every regular language is context-free because it can be described by a regular grammar 4.The intersection of a context-free language and a regular language is always context-free 5.The intersection two context-free languages is context-free (Right)
220	181833	Which action sequences are used to acheive the agent's goal? 1.Search 2.Plan 3.Reterive 4.Both a & b (Right)
221	181834	What will happen if a predecessor description is generated that is satisfied by the initial state of the planning problem? 1.Success 2.Error 3.Compilation 4.Termination (Right)
222	181836	Which element in agent are used for selecting external actions? 1.Perceive 2.Performance (Right) 3.Learning 4.Actuator

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QNo	Question Id	Question Description
223	181839	Which approach is to pretend that a pure divide and conquer algorithm will work? a) b) c) d) 1.Goal independence 2.Sub-goal independence (Right) 3.Both a & b 4.None of the mentioned
224	181843	Knowledge and reasoning also play a crucial role in dealing with _____ environment. 1.Completely Observable 2.Partially Observable (Right) 3.Neither a nor b 4.Only a and b
225	181849	Treatment chosen by doctor for a patient for a disease is based on 1.Only current symptoms 2.Current symptoms plus some knowledge from the textbooks 3.Current symptoms plus some knowledge from the textbooks plus experience (Right) 4.Only a and b
226	181851	A knowledge-based agent can combine general knowledge with current percepts to infer hidden aspects of the current state prior to selecting actions. State whether True or False. 1.True (Right) 2.False 3. 4.
227	197807	7. Extensible authentication protocol is authentication framework frequently used in 1.a) wired personal area network 2. b) wireless networks (Right) 3.c) wired local area network 4.d) NOT

QNo	Question Id	Question Description
228	203475	In LISP, the function returns t if <integer> is even and nil otherwise: 1.(evenp <integer>) (Right) 2.(even <integer>) 3.(numeven <integer>) 4. (numnevenp <integer>)
229	203476	Like relational databases there does exists fuzzy relational databases. 1.True (Right) 2.false 3. 4.
230	203478	DEC advertises that it helped to create "the world's first expert system routinely used in an industrial environment," called XCON or: 1. PDP-11 2. RI (Right) 3.VAX 4.MAGNOM
231	203480	The characteristics of the computer system capable of thinking, reasoning and learning is known is 1.machine intelligence 2.human intelligence 3.artificial intelligence (Right) 4.virtual intelligence
232	203483	Prior to the invention of time-sharing, the prevalent method of computer access was 1.batch processing (Right) 2. telecommunication 3.remote access 4. All of the mentioned

QNo	Question Id	Question Description
233	203484	. _____ is/are the way/s to represent uncertainty. 1.Fuzzy Logic 2.Probability 3.Entropy 4.All of the mentioned (Right)
234	203485	Which of the following is an advantage of using an expert system development tool? 1.imposed structure 2.knowledge engineering assistance 3.rapid prototyping 4.All of the mentioned (Right)
235	203486	What part of the manufacturing process relate to each stage of the process and to the process as a whole? 1.field service 2. design 3.distribution 4.project management (Right)
236	203487	Seymour Papert of the MIT AI lab created a programming environment for children called: 1. BASIC 2.LOGO (Right) 3. MYCIN 4.FORTRAN
237	203489	_____ are algorithms that learn from their more complex environments (hence eco) to generalize, approximate and simplify solution logic. 1.Fuzzy Relational DB 2. Ecorithms 3.Fuzzy Set (Right) 4.None of the mentioned

QNo	Question Id	Question Description
238	203490	An AI system developed by Daniel Bobrow to read and solve algebra word problems 1.SHRDLU 2.SIMD 3.BACON 4. STUDENT (Right)
239	203492	The area of AI that investigates methods of facilitating communication between people and computers is: 1.natural language processing (Right) 2.symbolic processing 3.decision support 4.robotics
240	203493	The Strategic Computing Program is a project of the: 1.Defense Advanced Research Projects Agency (Right) 2.National Science Foundation 3.Jet Propulsion Laboratory 4.All of the mentioned
241	203494	.Which condition is used to influence a variable directly by all the others? 1.Partially connected 2.Fully connected (Right) 3.Local connected 4.None of the mentioned

QNo	Question Id	Question Description
242	203498	The original LISP machines produced by both LMI and Symbolics were based on research performed at: 1.CMU 2. MIT (Right) 3.Stanford University 4.RAMD
243	203500	In the 16th century, a Czech rabbi reportedly created a living clay man whose name has become a synonym for an artificial human. The clay man's name was: 1.Frankenstein 2.Golem (Right) 3.Paracelsus 4.Hal
244	203501	The "Turing Machine" showed that you could use a/an _____ system to program any algorithmic task. 1.binary (Right) 2.electro-chemical 3.recursive 4.semantic
245	203502	What is the consequence between a node and its predecessors while creating Bayesian network? 1.Conditionally dependent 2.Dependent 3.Conditionally independent (Right) 4.Both a & b

QNo	Question Id	Question Description
246	203504	In LISP, the addition 3 + 2 is entered as 1.3 + 2 2.3 add 2 (Right) 3.3 + 2 = 4.(+ 3 2)
247	203505	. A 3-input neuron is trained to output a zero when the input is 110 and a one when the input is 111. After generalization, the output will be zero when and only when the input is: 1.000 or 110 or 011 or 101 2.010 or 100 or 110 or 101 3.000 or 010 or 110 or 100 (Right) 4.100 or 111 or 101 or 001
248	203506	For speech understanding systems to gain widespread acceptance in office automation, they must feature: 1. speaker independence (Right) 2.speaker dependence 3.isolated word recognition 4. All of the mentioned
249	203507	MCC is investigating the improvement of the relationship between people and computers through a technology called: 1.computer-aided design 2.human factors (Right) 3.parallel processing 4. All of the mentioned
250	203509	Weak AI is 1. the embodiment of human intellectual capabilities within a computer 2.a set of computer programs that produce output that would be considered to reflect intelligence if it were generated by humans 3.the study of mental faculties using mental models implemented on a computer. (Right) 4.All of the mentioned

QNo	Question Id	Question Description
251	203511	A perceptron is: 1.a single layer feed-forward neural network with pre-processing (Right) 2.an auto-associative neural network 3.a double layer auto-associative neural network 4. a neural network that contains feedback
252	203512	The first widely-used commercial form of Artificial Intelligence (AI) is being used in many popular products like microwave ovens, automobiles and plug in circuit boards for desktop PCs. It allows machines to handle vague information with a deftness that mimics human intuition. What is the name of this Artificial Intelligence? 1. Boolean logic 2.Human logic 3. Fuzzy logic (Right) 4. Functional logic
253	203514	Seymour Papert of the MIT AI lab created a programming environment for children called: 1.BASIC 2.LOGO (Right) 3.MYCIN 4.FORTRAN
254	203515	In LISP, the function returns t if is a CONS cell and nil otherwise: 1. (cons) 2.(consp) (Right) 3.(eq) 4.(cous =)
255	203517	An auto-associative network is: 1. a neural network that contains no loops 2. a neural network that contains feedback (Right) 3.a neural network that has only one loop 4.a single layer feed-forward neural network with pre-processing
256	203521	In a rule-based system, procedural domain knowledge is in the form of: 1.production rules (Right) 2.rule interpreters 3. meta-rules 4.control rules

QNo	Question Id	Question Description
257	203522	In his landmark book Cybernetics, Norbert Wiener suggested a way of modeling scientific phenomena using not energy, but: 1.mathematics 2.intelligence 3.information (Right) 4.history
258	203524	The Strategic Computing Program is a project of the: 1.Defense Advanced Research Projects Agency (Right) 2.National Science Foundation 3.Jet Propulsion Laboratory 4.All of the mentioned
259	203525	A 4-input neuron has weights 1, 2, 3 and 4. The transfer function is linear with the constant of proportionality being equal to 2. The inputs are 4, 10, 5 and 20 respectively. The output will be: 1. 238 (Right) 2. 76 3.119 4.123
260	203529	If a robot can alter its own trajectory in response to external conditions, it is considered to be: 1.intelligent (Right) 2.mobile 3. open loop 4.non-servo

QNo	Question Id	Question Description
261	203530	Which of the following is true? (i) On average, neural networks have higher computational rates than conventional computers. (ii) Neural networks learn by example. (iii) Neural networks mimic the way the human brain works. **1. All of the mentioned are true (Right)** **2.(ii) and (iii) are true** **3. (i), (ii) and (iii) are true** **4.None of the mentioned**
262	203531	Input segments of AI programming contain(s) **1.sound** **2.smell** **3.touch** **4.sight and taste** **5.All of the mentioned (Right)**
263	203534	The original LISP machines produced by both LMI(Leadership Management International) and Symbolics were based on research performed at: **1.CMU** **2. MIT (Right)** **3.Stanford University** **4.RAMD**
264	203535	In LISP, the function (minusp (-20 4 8 8 1) returns **1.T (Right)** **2.F** **3.NIL** **4.-20**

QNo	Question Id	Question Description
265	203537	. Which of the following is true for neural networks? (i) The training time depends on the size of the network. (ii) Neural networks can be simulated on a conventional computer. (iii) Artificial neurons are identical in operation to biological ones. **1. All of the mentioned** **2.(ii) is true** **3. (i) and (ii) are true (Right)** **4. None of the mentioned**
266	203538	The applications in the Strategic Computing Program include: **1.battle management** **2.autonomous systems** **3.pilot's associate** **4.All of the mentioned (Right)**
267	203540	In LISP, which of the following function assigns the value 10 to the symbol a? **1.(setq a 10) (Right)** **2.(a = b) where b = 10** **3.(a = 10)** **4.(setq 10 a)**
268	203541	In LISP, the addition 3 + 2 is entered as **1.3 + 2** **2.3 add 2** **3.3 + 2 =** **4.(+ 3 2) (Right)**
269	203542	. What are the advantages of neural networks over conventional computers? (i) They have the ability to learn by example (ii) They are more fault tolerant (iii)They are more suited for real time operation due to their high 'computational' rates **1. (i) and (ii) are true** **2.(i) and (iii) are true** **3.Only (i)** **4. All of the mentioned (Right)**

QNo	Question Id	Question Description
270	203544	In LISP, the atom that stands for "False" is **1.t** **2.nil (Right)** **3.y** **4.time**
271	203545	In LISP, the function evaluates <object> and assigns this value to the unevaluated <sconst>. **1.(constant <sconst> <object>)** **2.(defconstant <sconst> <object>) (Right)** **3.(eva <sconst> <object>)** **4.(eva <object> <sconst>)**
272	203547	. Which of the following is true? Single layer associative neural networks do not have the ability to: (i) perform pattern recognition (ii) find the parity of a picture (iii)determine whether two or more shapes in a picture are connected or not **1. (ii) and (iii) are true (Right)** **2. (ii) is true** **3.All of the mentioned** **4.None of the mentioned**
273	203548	Weak Artificial Intelligence is **1.the embodiment of human intellectual capabilities within a computer.** **2.a set of computer programs that produce output that would be considered to reflect intelligence if it were generated by humans.** **3. the study of mental faculties through the use of mental models implemented on a computer. (Right)** **4.All of the mentioned**
274	203550	The expert system developed at MIT to solve mathematical problems is known as: **1.RAND** **2. ISIS** **3.MACSYMA (Right)** **4.MOLGEN**

QNo	Question Id	Question Description
275	203551	Which is true for neural networks? 1.It has set of nodes and connections 2.Each node computes it's weighted input 3.Node could be in excited state or non-excited state 4.All of the mentioned (Right)
276	203552	Fuzzy logic is a form of 1.Two-valued logic 2.Crisp set logic 3.Many-valued logic (Right) 4.Binary set logic
277	203555	Which approach to speech recognition avoids the problem caused by the differences in the way words are pronounced according to context? 1.continuous speech recognition 2.connected word recognition 3.isolated word recognition (Right) 4.speaker-dependent recognition
278	203556	. Neuro software is: 1. A software used to analyze neurons 2. It is powerful and easy neural network (Right) 3.Designed to aid experts in real world 4. It is software used by Neuro surgeon
279	203557	Traditional set theory is also known as Crisp Set theory. 1.True (Right) 2.False 3. 4.

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280	203558	In LISP, the function assigns the symbol x to y is 1.(setq y x) 2.(set y = 'x') 3.(setq y = 'x') 4.(setq y 'x') (Right)
281	203561	Why is the XOR problem exceptionally interesting to neural network researchers? 1. Because it can be expressed in a way that allows you to use a neural network 2.Because it is complex binary operation that cannot be solved using neural networks 3. Because it can be solved by a single layer perceptron 4.Because it is the simplest linearly inseparable problem that exists. (Right)
282	203562	The truth values of traditional set theory is _____ and that of fuzzy set is _____ 1.Either 0 or 1, between 0 & 1 (Right) 2.Between 0 & 1, either 0 or 1 3.Between 0 & 1, between 0 & 1 4.Either 0 or 1, either 0 or 1
283	203564	A KES knowledge base contains information in the form of: 1.associations 2.actions 3.free text 4.schema 5.All of the mentioned (Right)
284	203565	In LISP, the function returns t if is a CONS cell and nil otherwise: 1.(cons) 2.(consp) (Right) 3.(eq) 4.(cous =)

QNo	Question Id	Question Description
285	203566	What is back propagation? 1.It is another name given to the curvy function in the perceptron 2.It is the transmission of error back through the network to adjust the inputs 3.It is the transmission of error back through the network to allow weights to be adjusted so that the network can learn. (Right) 4.None of the mentioned
286	203567	Fuzzy logic is extension of Crisp set with an extension of handling the concept of Partial Truth. 1.True (Right) 2.False 3. 4.
287	203569	In AI programming, a list may contain: 1.cells 2.fields 3.pointers 4.All of the mentioned (Right)
288	203570	How many types of random variables are available? 1.1 2.2 3.3 (Right) 4.4
289	203571	Why are linearly separable problems of interest of neural network researchers? 1. Because they are the only class of problem that network can solve successfully 2.Because they are the only class of problem that Perceptron can solve successfully (Right) 3.Because they are the only mathematical functions that are continue 4.Because they are the only mathematical functions you can draw

QNo	Question Id	Question Description
290	203572	In a rule-based system, procedural domain knowledge is in the form of: **1.production rules (Right)** **2.rule interpreters** **3.meta-rules** **4.control rules**
291	203573	In LISP, the function (minusp (-20 4 8 8 1) returns **1.T (Right)** **2.F** **3.NIL** **4.-20**
292	203575	Which of the following is not the promise of artificial neural network? **1. It can explain result (Right)** **2. It can survive the failure of some nodes** **3.It has inherent parallelism** **4.It can handle noise**
293	203576	The room temperature is hot. Here the hot (use of linguistic variable is used) can be represented by _____ . **1.Fuzzy Set (Right)** **2.Crisp Set** **3.** **4.**
294	203579	Neural Networks are complex _____ with many parameters. **1.Linear Functions (Right)** **2.Nonlinear Functions** **3.Discrete Functions** **4.Exponential Functions**

QNo	Question Id	Question Description
295	203580	If a robot can alter its own trajectory in response to external conditions, it is considered to be: 1. intelligent (Right) 2.mobile 3.open loop 4.non-servo
296	203582	The values of the set membership is represented by 1.Discrete Set 2.Degree of truth (Right) 3.Probabilities 4.Both b & c
297	203584	One of the leading American robotics centers is the Robotics Institute located at: 1. CMU (Right) 2.MIT 3. RAND 4.SRI
298	203586	Special programs that assist programmers are called: 1. heuristic processors 2.symbolic programmers 3.intelligent programming tools (Right) 4.program recognizers
299	203588	Neural Networks are complex _____ with many parameters. 1.Linear Functions (Right) 2.Nonlinear Functions 3.Discrete Functions 4.Exponential Functions

QNo	Question Id	Question Description
300	203589	What is meant by probability density function? **1.Probability distributions** **2.Continuous variable** **3.Discrete variable** **4.Probability distributions for Continuous variables (Right)**
301	203591	If the English Philosopher Thomas Hobbes could be called 'grandfather' of artificial intelligence, then who could be called its father? **1.A.M. Turning (Right)** **2.John McCarthy** **3.Allen Newell** **4.Herbert Simon**
302	203592	A perceptron adds up all the weighted inputs it receives, and if it exceeds a certain value, it outputs a 1, otherwise it just outputs a 0. **1. True (Right)** **2.False** **3. Sometimes – it can also output intermediate values as well** **4. Can't say**
303	203594	Machine learning is **1.The autonomous acquisition of knowledge through the use of computer programs (Right)** **2.The autonomous acquisition of knowledge through the use of manual programs** **3.The selective acquisition of knowledge through the use of computer programs** **4.The selective acquisition of knowledge through the use of manual programs** **5.None of the mentioned**
304	203595	Japanese were the first to utilize fuzzy logic practically on high-speed trains in Sendai. **1. True (Right)** **2.False** **3.** **4.**

QNo	Question Id	Question Description
305	203598	?The name for the function in question 16 is 1.Step function 2.Heaviside function (Right) 3. Logistic function 4.Perceptron function
306	203599	LISP machines also are known as: 1.AI workstations (Right) 2.time-sharing terminals 3.super mini computers 4.All of the mentioned
307	203600	Which of the following is used for probability theory sentences? 1.Conditional logic 2.Logic 3.Extension of propositional logic (Right) 4.None of the mentioned
308	203604	Factors which affect the performance of learner system does not include 1.Representation scheme used 2.Training scenario 3.Type of feedback 4. Good data structures (Right) 5.Learning algorithm
309	203606	Natural language processing can be divided into the two sub-fields of: 1.context and expectations 2.generation and understanding (Right) 3.semantics of pragmatics 4.recognition and synthesis

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QNo	Question Id	Question Description
310	203607	Having multiple perceptrons can actually solve the XOR problem satisfactorily: this is because each perceptron can partition off a linear part of the space itself, and they can then combine their results. 1.True – this works always, and these multiple perceptrons learn to classify even complex problems. 2.False – perceptrons are mathematically incapable of solving linearly inseparable functions, no matter what you do 3.True – perceptrons can do this but are unable to learn to do it – they have to be explicitly hand-coded (Right) 4.False – just having a single perceptron is enough
311	203608	The network that involves backward links from output to the input and hidden layers is called as _____. 1.Self organizing maps 2.Perceptrons 3. Recurrent neural network (Right) 4.Multi layered perceptron
312	203609	How many ALU(s) is/are control by one control unit is SIMD (single instruction stream, multiple data stream) architecture? 1.one or more ALUs (Right) 2.One ALU 3.Only two ALU . 4.Impossible to say
313	203610	. Fuzzy Set theory defines fuzzy operators. Choose the fuzzy operators from the following. a) b) c) d) 1.AND 2.OR 3.NOT 4.All of above (Right)

QNo	Question Id	Question Description
314	203612	**Different learning methods does not include** **1.Memorization** **2.Analogy** **3.Deduction** **4. Introduction (Right)** **5.Acceptance**
315	203614	**Which of the following is an application of NN (Neural Network)?** **1.Sales forecasting** **2.Data validation** **3.Risk management** **4. All of the mentioned** **(Right)**
316	203616	**Which of the following function returns t if the object is a number in LISP?** **1. (number <object>)** **2.(numberp <object>) (Right)** **3.(numericp <object>)** **4.(numeric <object>)**
317	203617	**There are also other operators, more linguistic in nature, called _____ that can be applied to fuzzy set theory.** **1.Hedges (Right)** **2. Lingual Variable** **3.Fuzz Variable** **4.None of the mentioned**
318	203620	**In language understanding, the levels of knowledge that does not include** **1.Phonological** **2.Syntactic** **3.Semantic** **4.Logical** **5.Empirical (Right)**
319	203624	**Where does the Bayes rule can be used?** **1.Solving queries** **2. Increasing complexity** **3.Decreasing complexity** **4.Answering probabilistic query** **(Right)**

QNo	Question Id	Question Description
320	203625	A model of language consists of the categories which does not include **1.Language units** **2.Role structure of units** **3. System constraints** **4.Structural units (Right)** **5.Components**
321	203626	Which of the following have computers traditionally done better than people? **1.storing information** **2.responding flexibly** **3.computing numerically** **4.computing numerically (Right)**
322	203632	Semantic grammars **1.Encode semantic information into a syntactic grammar (Right)** **2.Decode semantic information into a syntactic grammar** **3.Encode syntactic information into a semantic grammar** **4.Decode syntactic information into a semantic grammar** **5.Encode syntactic information into a logical grammar**
323	203633	What does the Bayesian network provides? a) b) c) d) **1.Complete description of the domain (Right)** **2.Partial description of the domain** **3. Complete description of the problem** **4.None of the mentioned**
324	203637	What is a top-down parser? **1.Begins by hypothesizing a sentence (the symbol S) and successively predicting lower level constituents until individual preterminal symbols are written (Right)** **2.Begins by hypothesizing a sentence (the symbol S) and successively predicting upper level constituents until individual preterminal symbols are written** **3.Begins by hypothesizing lower level constituents and successively predicting a sentence (the symbol S)** **4.Begins by hypothesizing upper level constituents and successively predicting a sentence (the symbol S)** **5.All the mentioned**

QNo	Question Id	Question Description
325	203642	Perception involves 1.Sights, sounds, smell and touch (Right) 2.Hitting 3. Boxing 4.Dancing 5.Acting
326	203648	Among the following which is not a horn clause? 1.p 2.Øp V q 3.p ? q 4.p ? Øq (Right) 5.All of the mentioned
327	203652	The action 'STACK(A, B)' of a robot arm specify to 1.Place block B on Block A 2.Place blocks A, B on the table in that order 3.Place blocks B, A on the table in that order 4.Place block A on block B (Right) 5.POP A, B from stack.