

Learning Sessions

20 True / False | Development of Human Resources (HRD): The Complete CAIIB BFM Guide for IIBF - Revision - Development of Human Resources (HRD): The Complete CAIIB BFM Guide for

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20 True or False

Decide, then check the answer and reason below each statement.

Question 1

HRD is described as a planned, continuous learning process that grows employee capability for present and future roles.

TRUE

HRD is deliberate and structured rather than accidental or one-off.

Question 2

HRD goals move outward from the individual to the team to the whole organisation.

TRUE

The listed HRD goals progress from individual capability to team and organisational collaboration.

Question 3

A job description lists the skills and qualifications required for a job.

TRUE

This is the standard definition of a job description used in HRD notes.

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Question 4

Job evaluation determines an employee's personal attitude rather than the worth of a job.

FALSE

Job evaluation actually determines the worth or value of a job relative to other jobs, not personal attitude.

Question 5

Role, unlike job and position, emphasises socio-psychological relationships.

TRUE

Role is described as involving deeper relational and social dimensions compared to job and position.

Question 6

Training focuses on improving performance in an employee's present job.

TRUE

Training is time-focused on the current role, distinct from education and development.

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Question 7

Education in the HRD context is focused only on the employee's current job, not a future role.

FALSE

Education actually prepares a person for a different, future identified job, not the current one.

Question 8

Development targets futuristic learning and general growth not tied to a specific present job.

TRUE

Development is the broadest of the three, aimed at overall future potential.

Question 9

Andragogy refers to the process of teaching young children rather than adults.

FALSE

Andragogy specifically refers to teaching adult learners, not children.

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Question 10

Mechanistic or behaviourist learning theories view learners as responding to conditioned stimuli.

TRUE

This is the core idea of behaviourist learning theory as described in HRD notes.

Question 11

Cognitive learning theories focus on the human brain's capacity for critical thinking and problem-solving.

TRUE

Cognitive theories centre learning around mental processing and reasoning.

Question 12

Organismic or humanistic learning theories hold that learning happens best under rigid, externally imposed conditions.

FALSE

This theory family actually holds that learners learn best when free to pursue their potential, not under rigid imposed conditions.

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Question 13

The Systematic Approach to Training includes analysing needs, planning, conducting training, evaluating, and developing trainers.

TRUE

These are the recognised steps of the Systematic Approach to Training (SAT).

Question 14

SAT evaluation is conducted at four levels: reaction, learning, behaviour and functioning.

TRUE

These four levels form the standard SAT evaluation framework.

Question 15

Performance Appraisal System and HRIS are described as support systems for training and development.

TRUE

Along with organisational culture, these are listed as HRD support systems.

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Question 16

An attitude is described as a fleeting, momentary reaction rather than a persistent tendency.

FALSE

An attitude is actually described as a developed, persistent tendency, not a fleeting reaction.

Question 17

Attitudes have three components: emotional, informational and behavioural.

TRUE

This three-part model is a standard and frequently tested breakdown of attitude components.

Question 18

The emotional component of attitude reflects a person's feelings toward an object.

TRUE

This component covers feelings ranging from positive to negative toward the object.

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Question 19

The information component of attitude is always based on complete and accurate observation.

FALSE

The information component may actually be based on insufficient observation or opinions that could be incorrect.

Question 20

The behavioural component of attitude reflects how a person actually behaves toward the object.

TRUE

This component captures the observable action dimension distinct from feelings and beliefs.

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