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## IBPS SO HUMAN RESOURCE QUIZ – 6

Directions: Study the following questions carefully and answers the questions given below:

**1. Which of the following best described human resource development?**

- A. It involves re-skilling of an employee to make him suitable for the new role.
- B. It revolves around better management of human resources to achieve organizational objectives.
- C. It involves aiding employees in develop skills that enhance their effectiveness.
- D. It is another name for using humans instead of machines to ensure optimum employment in the economy.
- E. None of the above

**2. Which of the following is Human Resource Development usually associated with?**

**I. People  
Training**

**II. Processes**

**III. Skills**

**IV.**

A. Only I

B. Only III

C. Only I, III and IV

D. Only II, III and IV

E. All of the above

**3. The term Human Resource Development was coined by whom of the following?**

- A. Leonard Nadler, 1969
- B. Patricia Mclagan, 1983
- C. T V Rao, 1974
- D. Udai Pareek, 1988
- E. M McLean, 1965

**4. Which of the following goals is considered to be most important in Human Resource Development?**

- A. Social Goals
- B. Individual Goals
- C. Group Goals
- D. Organizational Goals
- E. Training goals

**5. Efficiency can be defined as-**

- A. Minimum benefit with maximum effort.
- B. Maximum benefit with some effort.
- C. Maximum benefit with minimum effort.
- D. Most benefit with much effort.
- E. Minimum benefit with minimum effort.

**6. Which of the following best describe developmental activities in HRD?**

- A. Providing knowledge and skills for doing a job.
- B. Increasing the capabilities of an employee to prepare him for a future role.
- C. Developing a sense of team spirit and team collaboration.
- D. Developing a dynamic relationship between employees and supervisors.
- E. None of the above

**7. Which of the following is NOT true about Organization Development?**

- A. It makes use of planned interventions and behavioral science to increase organizational effectiveness.
- B. The changes are applied both at the micro and macro levels to achieve effectiveness.
- C. Employee programs include changing work procedures, reporting and reward systems.
- D. It includes activities like coaching and counseling.
- E. All are correct.

8. \_\_\_\_\_ Is a continuous process where the individual moves through various career stages which require various skills to perform different types of tasks and take on responsibilities?

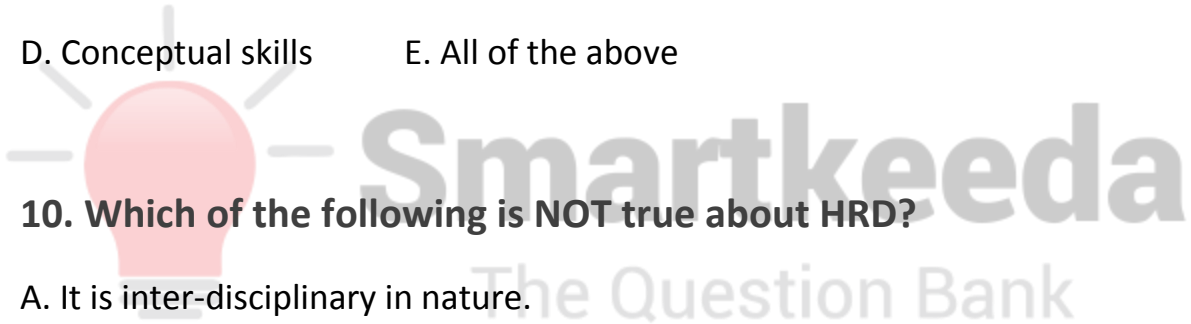
- A. Career planning      B. Career management      C. Career Development  
D. Career responsibility      E. None of the above

9. Which of the following types of skills are developed under HRD?

- A. Technical skills      B. Managerial skills      C. Behavioral skills  
D. Conceptual skills      E. All of the above

10. Which of the following is NOT true about HRD?

- A. It is inter-disciplinary in nature.  
B. It is done in a planned and systematic manner.  
C. It leads to improved quality of work life.  
D. It involves performance counseling of the employees.  
E. It is applicable only at the micro level.



### Correct answers:

1	2	3	4	5	6	7	8	9	10
C	C	A	D	C	B	D	C	E	E

### Explanations:

1.

It includes helping employees develop skills, knowledge and abilities to achieve organizational objectives. It includes performance management, coaching, career development, training, mentoring, succession planning etc. It is a people oriented concept.

Hence, option C is correct.

2.

HRD is associated with training and development of the skills of the people working in an organization. It is a people oriented process and involves building of abilities, skills and knowledge.

Hence, option C is correct.

3.

Leonard Nadler introduced and coined the term HRD in 1969. He described it as a learning experience which takes place for a specific time period and is aimed at bringing about a behavioral change.

TV Rao is known as the father of Indian HRD.

Hence, option A is correct.

**4.**

The major aim of HRD is to skill and train employees in order to fulfill organizational goals.

Hence, option D is correct.

**5.**

Efficiency pertains to getting the maximum benefit with minimum effort.

Hence, option C is correct.

**6.**

Option A refers to training activities and is incorrect.

Out of the other options, option B refers to developmental activities and is the correct answer.

The focus of developmental activities is to improve the skill set of the employee with the aim of making him better at his present or future role.

Hence, option B is correct.

**7.**

Option D forms a part of Training and Development and is not related to Organization Development. OD is basically trying to improve organizational effectiveness along with ensuring the well being of its members through



the use of planned methods. The changes are both at the micro level (aimed at people) and macro (organization).

Hence, option D is correct.

**8.**

Career development is a process which involves individual going through different stages of career, with each stage marked by different skills and responsibilities respectively.

Career development can be divided into two distinct stages- Career planning and career management.

Hence, option C is correct.

**9.**

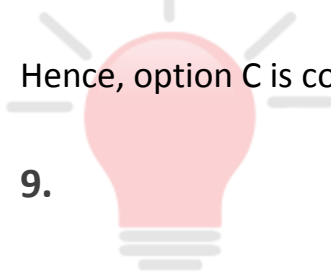
HRD involves development of managerial, technical, behavioural and conceptual skills. Also, it involves developing skills at various levels like individual level, dyadic level, group level and organisational level.

Hence, option E is correct.

**10.**

HRD is applicable to both institutions (micro) as well as nation (macro issues). The main objective however is to develop the newer capabilities in people so as to enable them to tackle both present and future challenges while realizing organisational goals.

Hence, option E is not true and is correct.



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