

WGU C202 Pre-Assessment Exam

What does a person's learning style determine?

The instructional methods that are most effective for training.

During which level of Kirpatrick's training evaluation might participants take a test on the training materials?

Learning.

How can performance management help an organization evaluate change initiatives, training procedures, and new technologies?

By generating useful data.

How can goal setting boost employee performance?

By focusing attention on specific objectives.

Which source of performance info is most knowledgeable about an employee's day-to-day performance in self-managed teams?

Coworker.

How does providing regular feedback to employees relate to their goals?

It helps direct progress toward goals.

An employee has already been approached concerning poor performance, but is not improving. Which corrective discipline should be repeated w/a stronger statement of the consequences for not improving?

Written warning.

Steps of progressive discipline in order from 1 - 4.

Counseling = 1

Written warning = 2

Suspension w/o pay = 3

Termination = 4

What is an example of opportunity bias?

Manager gives employee low performance ratings as result of failed project, even though failure was result of outside factors.

What is a critical factor in creating a culture of safety?

A commitment of an organization to the protection and well-being of its employees.

What is a function related to the primary goal of OSHA?

To correct hazards.

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R Sandford



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