

## SAMPLE MULTIPLE CHOICE QUESTIONS

1. What is the process of establishing performance expectations, designing interventions and programs to improve performance, and monitoring the success of interventions and programs?
  - A. performance review
  - B. performance management**
  - C. performance evaluation
  - D. performance system
  
2. What are the three main functions of human resource development?
  - A. Training and development, organizational development, and career development**
  - B. Learning and development, employee development, and organizational development
  - C. Training and development, performance development, and strategic development
  - D. Learning and development, strategic development, and career development
  
3. Which of the following is NOT a benefit realized from organizational training and development investments?
  - A. Benefits to organizations
  - B. Benefits to employees
  - C. Benefits to society
  - D. Benefits to countries**
  
4. Which of the following is NOT a major step in the instructional systems design model of training and development?
  - A. Rigorous recruitment**
  - B. Design and delivery
  - C. Needs analysis
  - D. Training evaluation
  
5. What does an organization need to do to become truly competitive and effective with its organizational learning initiatives?
  - A. It must make a strategic shift and orientation in order to transform itself into a learning organization.**
  - B. It must secure the support and commitment of all organizational stakeholders, past and present.
  - C. It must link its initiatives to the relevant sources of information and knowledge available.
  - D. It must be willing to adapt to the external environment and change its values in order to achieve its objectives.

# Legal 500 Midterm Exams Questions And Answers

**Elliot Spencer**



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Dawn Apgar PhD LSW ACSW has helped thousands of social workers across the country pass the ASWB examinations associated with all levels of licensure In recent years she has consulted in numerous states to assist with establishing licensure test preparation programs Dr Apgar has taught in both undergraduate and graduate social work programs and has extensive direct practice policy and management experience in the social work field

*Lmsw licensed master social worker exam prep 2025-2026* Elliot Spencer, 2025-08-01

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