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CHAPTER 6—LEARNING AND PERFORMANCE MANAGEMENT

MULTIPLE CHOICE

1. In terms of the work environment, learning:
 - a. takes place through formal training programs
 - b. is primarily the cognitive activity of acquiring knowledge
 - c. is ad hoc and accidental
 - d. is a change in behavior acquired through experience and knowledge acquisition

ANS: D PTS: 1 DIF: Moderate REF: p. 91
OBJ: 1 NAT: AACSB Reflective Thinking | Motivation Concepts
TOP: Learning in Organizations MSC: BLOOMS Level I Knowledge

2. The behaviorist approach to learning assumes observable behavior is a function of:
 - a. both the person and the environment
 - b. external cues
 - c. its consequences
 - d. the interaction between the affect and cognitive components of an individual

ANS: C PTS: 1 DIF: Easy REF: p. 91
OBJ: 1 NAT: AACSB Reflective Thinking | Motivation Concepts
TOP: Learning in Organizations MSC: BLOOMS Level I Knowledge

3. In the animal learning research of Pavlov, the sound of the bell was the:
 - a. conditioned response
 - b. unconditional stimulus
 - c. conditioned stimulus
 - d. consequence of the dog's salivation

ANS: C PTS: 1 DIF: Hard REF: p. 91
OBJ: 1 NAT: AACSB Reflective Thinking | Motivation Concepts
TOP: Classical Conditioning MSC: BLOOMS Level II Comprehension

4. Modifying behavior so that a conditioned stimulus is paired with an unconditioned stimulus and elicits an unconditioned response defines:
 - a. operant conditioning
 - b. classical conditioning

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