

Intercultural Training Needs Assessment

Human Resource Management · Answer Key · 10 Questions

1. What is the primary purpose of the paper?

- A) To develop recommendations for assessing intercultural training needs.**
- B) To analyze globalization trends.
- C) To study national cultures.
- D) To evaluate management styles.

2. Which of the following is NOT a dimension of intercultural competence mentioned in the text?

- A) Cognitive
- B) Affective
- C) Behavioral
- D) Financial**

3. What is the benefit of tailor-made intercultural training programs?

- A) They are more successful.**
- B) They are cheaper.
- C) They are shorter.
- D) They are easier to develop.

4. According to the text, what is a key factor for success in intercultural interactions?

- A) Intercultural competence**
- B) Financial resources
- C) Technical expertise
- D) Linguistic ability

5. Which three measures scored well for assessing training needs?

- A) TIHK, ICSI, and FLCS**
- B) SIB, ISAS, and NVCCS
- C) FLCS, SIB, and TIHK
- D) ICSI, NVCCS, and ISAS

6. What does HRM need to assess before developing training sessions?

- A) Employee's intercultural skill profile**
- B) Company's financial status
- C) Competitors' training programs
- D) Legal requirements

7. What is the most preferred instrument of companies for assessing training needs?

A) Questionnaires

- B) Interviews
- C) Observations
- D) Performance reviews

8. What is prognostic validity?

A) The ability of a test to predict a future behavior

- B) The reliability of a test
- C) The cost-effectiveness of a test
- D) The ease of administering a test

9. What are some of the intercultural exercises?

A) Role-plays, video analysis, and simulations

- B) Written exams and oral presentations
- C) Team building games and outdoor activities
- D) Psychological tests and personality assessments

10. Why is it important for HR to assess employee's weaknesses in intercultural competence?

A) To create tailor-made training interventions

- B) To reduce training expenses
- C) To improve employee morale
- D) To increase company profits