

Fact sheet 4.1.1ef

**KNOWLEDGE EVALUATION FORM 4.1**

**INSTRUCTIONS**

Below you will find a series of 10 multiple choice questions. Please choose the answer that you think is correct. There is only one correct answer for each question.

1. What kind of shift in HRD is suggesting that CGC might be of higher relevance?
  - a. a shift toward outsourcing of HR functions from the companies to external providers
  - b. a shift towards approaches and instruments that focus on the individual and his or her specific competencies, resources, characteristics, and interests
  - c. a shift toward a more rational understanding of HR including the calculation of HR in statistics
  
2. Which of the following descriptions fit to the term “career” as described in the course?
  - a. career is a prescribed path of growth within a given organizational context
  - b. career as a term cannot be longer used, cause the individual processes between companies and jobs is understood as totally independent of the ideas linked to this term
  - c. career is individualized, unpredictable, risky, fragile, also lateral careers are usual, career can be project-based.
  
3. Which of the following arguments has been given on the need for change in CGC?
  - a. Changing qualification requirements and the expectation of lifelong participation in formal and non-formal education and training
  - b. The changes in workplace organization, technologies, and related changes in key competencies
  - c. Changes in the design of employment relationships
  - d. All the above
  
4. What is not an argument for HRD to take a higher responsibility to support employees and their continuing development?

- a. Higher importance of qualified employees
  - b. Growing number of young people entering labour-market
  - c. Call for HRD to act strategic and future oriented
5. Some critical issues for the link between CGC and HRD has been discussed. Which of the following description fits to these reflections?
- a. Only a few companies offer freely accessible consulting services, where employees can largely determine the access and consequences of the service themselves.
  - b. Most of the HRD practitioners do not see a certain need for individual career reflection or career development
  - c. There are no instruments in place that describe how CGC practice could be implemented in companies
6. The Career Live Cycle can link HRD to CGC. Which of the following aspects seem to be underestimated according to such a cycle model?
- a. The entering or onboarding to a company
  - b. The shift of career e.g., retirement or mobility within the company
  - c. Offering perspectives not just for identified and “talented” employees but to everybody and particularly to vulnerable groups
7. From the presented examples describing practice in companies, we should not summarize:
- a. CGC is a well-established practice in the today's HRD reality
  - b. That in most of the companies well established services and trained CGC counsellors are in place
  - c. In many companies a certain need to think about better development of CGC practice is seen

Expected answers 4.1.1ef

**Expected answers:**  
Q1=b; Q2=c; Q3=d; Q4 =b; Q5=a; Q6=c; Q7=a.