

March 2008

Test Your Knowledge

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ASTD National implemented a process that allows HRD professionals to become a certified professional, proving their knowledge of the full breadth of human resources development. The certification is called Certified Professional in Learning and Performance (CPLP). The process is similar to one established by accountants (CPA) and human resources professionals (PHR/SPHR) and meets the requirements of the Department of Labor for professional certifications.

We thought you might find it fun to start a series that allows you to test *your* knowledge of HRD. Some of the following questions are questions retired from the CPLP test item bank and all are similar in format and content to the questions of the Certified Professional in Learning and Performance (CPLP) knowledge test. Have fun and seriously consider sitting for the CPLP next spring.

1. What type of sampling is used when every member of the population has an equal chance of selection? (Measuring and Evaluating)

- (A) Simple random sample
- (B) Convenience sample
- (C) Stratified random sample
- (D) Judgment sample

2. Which of the following is used to determine the specific functions of a position? (Career Planning and Talent Management)

- (A) Needs assessment
- (B) Skills hierarchies
- (C) Gap analysis
- (D) Job analysis

Answers are located on the next page.

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Answers to Test Your Knowledge: 1. A, 2. D