1. Which of the following terms refers to educating, instructing, and training subordinates, usually related to daily tasks?
   A) Mentoring
   B) Coaching
   C) Appraising
   D) Grading - *Correct Answer* B) coaching

2. What is defined as the occupational positions a person holds over the years?
   A) A psychological contract
   B) A promotion
   C) Reality shock
   D) A career - *Correct Answer* D) a career

3. John feels that he owes his organization hard work and loyalty while the company owes him fair treatment and satisfactory work conditions. This is an example of:
   A) Career planning
   B) Exit interview
   C) Psychological contract
   D) Transfer - *Correct Answer* C) psychological contract

4. The process of advising, counseling, and guiding employees is known as _____.
   A) Coaching
   B) Appraising
   C) Assessing
   D) Mentoring - *Correct Answer* D) mentoring

5. _____ Focuses on helping an employee make long-term career plans, while _____ addresses an employee's short-term job skills.
   A) Mentoring; coaching
   B) Coaching; mentoring
   C) Recruiting; coaching

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Riki Takeuchi,Yaping Gong,Corine Boon,Kaifeng Jiang

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