

Business BENCHMARK

UPPER-INTERMEDIATE

Progress Test 1 Units 1–4

Name _____

Class _____ Date _____

Listening

Listen to two managers, Caroline and Jason, talking about arrangements for interviewing candidates for a job. For questions 1–8, write one or two words or a number in the gap. You will hear the recording twice.

Example: Caroline returned from her trip this morning.

- 1 Caroline has already received the candidates' _____.
- 2 The purpose of the meeting tomorrow morning is to _____ on the candidates.
- 3 A few changes have been made to the _____ which candidates carry out prior to the interview.
- 4 The interviews will be held in the room next to the _____.
- 5 Mr Fraser's interview will take place at _____.
- 6 At 11:30 Jason plans to talk with the _____.
- 7 Candidates will only be given a tour of the building if they are _____.
- 8 Jason and Caroline will discuss the outcome of the interviews on Wednesday at _____.

8

Reading

Read the article about company inductions and complete questions 1–6.

WELCOMING NEW EMPLOYEES

Companies spend large amounts of money on finding the right person for the job. But all too often this effort is undermined by failing to give new employees an effective induction, which has a direct effect on staff retention.

A common tool for induction is the information pack but according to Natalia Santoro, a human resources consultant, this does not work well. Employees want to meet people, and ask questions and this 'one size fits all' approach is becoming old fashioned. It fails to take into account the different concerns of recruits who are changing career, for example, compared with those who have arrived from a similar post.

Allocating an existing member of staff as a workmate or 'buddy' is a good way to supplement the standardised package. Presentations from senior managers can be rather hyped up and do not always give recruits an accurate idea of what the day-to-day work in the company will be like. Buddies offer a more matter-of-fact view, although, of course they should still accentuate the positive. Some companies go further by encouraging new employees to support each other. At Morgan Stanley, for example, email groups are set up so that new recruits at different branches can keep in touch.

It goes without saying that one purpose of induction is to make the new member of staff feel welcome. At Google, for example, a welcome balloon is tied to new employees' desks, something which is not just a fun gesture but also reminds everyone where the new people will sit. Companies may also offer gifts; Google gives their new recruits £100 to spend in the company shop and Innocent Drinks provides them with a hamper of tasty treats.

Natalia Santoro also emphasises the importance of gathering data from new employees. At many companies, such as Fairburn Private Bank, recruits meet with the managing director at the end of the induction. Sometimes this process may plug any remaining gaps in their knowledge. More importantly, their feedback should ensure that the induction package is suitably revised for the next intake, a vital process in today's rapidly changing world.

UPPER-INTERMEDIATE PROGRESS TEST 1

UNITS 1–4

2014 English Benchmark Answer Key

Subhan Zein, Sue Garton



2014 English Benchmark Answer Key:

Advances in Computational Collective Intelligence Ngoc Thanh Nguyen, János Botzheim, László Gulyás, Manuel Nunez, Jan Treur, Gottfried Vossen, Adrianna Kozierekiewicz, 2023-09-21 This book constitutes the refereed proceedings of the 15th International Conference on Advances in Computational Collective Intelligence ICCCI 2023 held in Budapest Hungary during September 27 29 2023 The 59 full papers included in this book were carefully reviewed and selected from 218 submissions They were organized in topical sections as follows Collective Intelligence and Collective Decision Making Deep Learning Techniques Natural Language Processing Data Mining and Machine learning Social Networks and Speech Communication Cybersecurity and Internet of Things Cooperative Strategies for Decision Making and Optimization Digital Content Understanding and Application for Industry 4.0 and Computational Intelligence in Medical Applications **Deep Learning: Fundamentals, Theory and Applications** Kaizhu Huang, Amir Hussain, Qiu-Feng Wang, Rui Zhang, 2019-02-15 The purpose of this edited volume is to provide a comprehensive overview on the fundamentals of deep learning introduce the widely used learning architectures and algorithms present its latest theoretical progress discuss the most popular deep learning platforms and data sets and describe how many deep learning methodologies have brought great breakthroughs in various applications of text image video speech and audio processing Deep learning DL has been widely considered as the next generation of machine learning methodology DL attracts much attention and also achieves great success in pattern recognition computer vision data mining and knowledge discovery due to its great capability in learning high level abstract features from vast amount of data This new book will not only attempt to provide a general roadmap or guidance to the current deep learning methodologies but also present the challenges and envision new perspectives which may lead to further breakthroughs in this field This book will serve as a useful reference for senior undergraduate or graduate students in computer science statistics electrical engineering as well as others interested in studying or exploring the potential of exploiting deep learning algorithms It will also be of special interest to researchers in the area of AI pattern recognition machine learning and related areas alongside engineers interested in applying deep learning models in existing or new practical applications Yearbook of International Organizations 2014-2015, Volumes 1a & 1b (Set) Union of International Associations, 2014-06-16 Volume 1 A and B covers international organizations throughout the world comprising their aims activities and events **Inclusive Principles and Practices in Literacy Education** Marion Milton, Chris Forlin, 2017-07-13 This volume draws together research and practice from the fields of literacy education and inclusion It provides an insight into current theory research and issues associated with teaching literacy to all students in inclusive classrooms Literacy remains a critical success factor for students as the basis for concurrent and future learning *Innovations, Developments, and Applications of Semantic Web and Information Systems* Lytras, Miltiadis D., Aljohani, Naif, Damiani, Ernesto, Chui, Kwok Tai, 2018-01-19 In the last few years there has been an increased advancement and

evolution in semantic web and information systems in a variety of fields The integration of these approaches to ontology engineering sophisticated methods and algorithms for open linked data extraction and advanced decision making creates new opportunities for a bright future Innovations Developments and Applications of Semantic Web and Information Systems is a critical scholarly resource that discusses integrated methods of research and analytics in information technology Featuring coverage on a broad range of topics such as cognitive computing artificial intelligence machine learning data analysis and algorithms this book is geared towards researchers academicians and professionals seeking current information on semantic web and information systems

Early Language Learning and Teacher Education Subhan Zein, Sue Garton, 2019-02-26 Language teacher education is widely identified as one of the most important areas that needs addressing in order to improve early language instruction yet research into teacher education for early language teachers remains relatively sparse This volume responds to this gap by compiling studies with diverse methodological tenets from a wide range of geographical and educational contexts around the world The volume aims to enhance understanding of early language teacher education as well as to address the need to prepare early language teachers and assist them in their professional development The chapters focus on the complexity of teacher learning innovations in mentoring and teacher supervision strategies in programme development and perceptions and knowledge and assessment in early language learning teacher education The volume offers comprehensive coverage of the field by addressing various aspects of teacher education in different languages The contributions highlight examples of research into current practice in the professional enhancement of early language learning teachers but with an emphasis on the implications for practitioners

Experimental Methods in Survey Research Paul J. Lavrakas, Michael W. Traugott, Courtney Kennedy, Allyson L. Holbrook, Edith D. de Leeuw, Brady T. West, 2019-10-01 A thorough and comprehensive guide to the theoretical practical and methodological approaches used in survey experiments across disciplines such as political science health sciences sociology economics psychology and marketing This book explores and explains the broad range of experimental designs embedded in surveys that use both probability and non probability samples It approaches the usage of survey based experiments with a Total Survey Error TSE perspective which provides insight on the strengths and weaknesses of the techniques used Experimental Methods in Survey Research Techniques that Combine Random Sampling with Random Assignment addresses experiments on within unit coverage reducing nonresponse question and questionnaire design minimizing interview measurement bias using adaptive design trend data vignettes the analysis of data from survey experiments and other topics across social behavioral and marketing science domains Each chapter begins with a description of the experimental method or application and its importance followed by reference to relevant literature At least one detailed original experimental case study then follows to illustrate the experimental method s deployment implementation and analysis from a TSE perspective The chapters conclude with theoretical and practical implications on the usage of the experimental method addressed In summary this book Fills a

gap in the current literature by successfully combining the subjects of survey methodology and experimental methodology in an effort to maximize both internal validity and external validity Offers a wide range of types of experimentation in survey research with in depth attention to their various methodologies and applications Is edited by internationally recognized experts in the field of survey research methodology and in the usage of survey based experimentation featuring contributions from across a variety of disciplines in the social and behavioral sciences Presents advances in the field of survey experiments as well as relevant references in each chapter for further study Includes more than 20 types of original experiments carried out within probability sample surveys Addresses myriad practical and operational aspects for designing implementing and analyzing survey based experiments by using a Total Survey Error perspective to address the strengths and weaknesses of each experimental technique and method Experimental Methods in Survey Research Techniques that Combine Random Sampling with Random Assignment is an ideal reference for survey researchers and practitioners in areas such political science health sciences sociology economics psychology public policy data collection data science and marketing It is also a very useful textbook for graduate level courses on survey experiments and survey methodology Leadership for

Low-Performing Schools Daniel L. Duke,2015-01-15 No greater challenge faces our society than improving the educational opportunities for millions of young people trapped in chronically low performing schools Overcoming this challenge requires talented and dedicated school leaders whose knowledge and skills extend far beyond what is covered in conventional principal preparation programs This book draws on extensive research by the author and others on the actions needed to turn around low performing schools First however the book examines the personal qualities needed to undertake the turnaround process Following chapters provide guidelines on diagnosing the school based causes of low achievement and developing a school turnaround plan The author focuses on the importance of continuous planning a departure from standard practice A major portion of the book is devoted to examples of first order and second order strategies for raising achievement Specific recommendations for launching the turnaround process and sustaining gains beyond the first years of turnaround are provided The concluding chapter addresses the role of school districts in supporting school based turnaround efforts

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