

SET-II
MBA (HRM and OB)
Course Code: MRHRM-405
Course Title: Talent Management

Section A

Note:

- 1. All questions are compulsory*
- 2. Maximum time allowed is ten minutes*
- 3. Each question carries one mark*

1. Creating talented ethical culture does not include
 - a. Setting standards for ethical behavior
 - b. Increasing complexities
 - c. Increasing transparency
 - d. Developing a culture of reward and appreciation
2. The key components of a highly effective talent management process include
 - a. A clear understanding of the organizations current and future business strategies
 - b. Identification of key gaps between the talent in place and the talent required
 - c. A sound talent management plan
 - d. All the above
3. Which among the following is not past oriented method of performance appraisal
 - a. Rating scales
 - b. Checklist
 - c. Forced choice method
 - d. MBO
4. During the process of talent acquisition, a HR consulting firm does not undertake
 - a. Talent assessment within an organization
 - b. Gap identification between talent availability and requirement
 - c. Build strategies and plans to meet the gap
 - d. Placement of existing personnel in competing organization.
5. Which among the following is not a part of exercise undertaken by an Assessment Centre
 - a. Role playing
 - b. Presentation
 - c. Panel interview
 - d. Field trip
6. What do assessors look for in the employees in the Assessment centers
 - a. Communication Skills
 - b. Decision making ability
 - c. Strategic thinking

- d. All the above
7. ----- is the method of training where trainee is provided books & material and instructions are imparted without the intervention of a trainer
- Programmed Instruction
 - Case study
 - Role playing
 - Vestibule training
8. The consequences of absence of training needs assessment is
- Loss of business
 - Higher training cost
 - Increased overtime working
 - All the above
9. ----- methods evaluates performance from the monetary returns the employee yields to his or her company
- Cost accounting method
 - Marginal accounting method
 - Ranking method
 - None of the above
10. Performance evaluation system breakdown because ,it is
- Poorly Communicated
 - Misunderstood
 - Punitive
 - All the above

Section B

Note: 1. Attempt any five questions

2. Each question carries six marks

1. Explain the Talent Management Model?
2. What are the key components of a highly effective talent management process?
3. Distinguish between performance appraisal and performance management?
4. Explain the future oriented methods of performance appraisal?
5. What are the pros and cons of assessment centers?
6. Explain the objectives and benefits of career planning?
7. How is training and development helpful in effective talent management in an organization?
8. Briefly explain TVRLS methodology?

Section C

Note : 1. *Attempt any five questions, selecting one from each unit.*

2. *Each question carries 12 marks.*

Unit-1

1. 'Talent is a rapidly increasing source of value creation'. Explain?

Or

Explain the challenges of talent management with respect to new age organizations?

Unit-II

2. Explain with examples how performance management practices can have a positive influence on the job satisfaction and employee loyalty?

Or

Write a note on talent identification and assessment tools?

Unit-III

3. What are the challenges to effective succession planning? What suggestions would you offer for a successful succession planning?

Or

Explain the methodology for assessment centers being adopted in Indian firms?

Unit-IV

4. 'The right employee engagement strategy instead of being top down, is from the bottom up'. Explain your views with suitable examples.

Or

Explain the objectives of employee engagement? As a HR managers, what strategies would you adopt for effective employee engagement.

Unit-V

5. Explain the causes of attrition in companies?

Or

Write a short note on: (a) Poaching (b) Employee retention