



PAPER ID-311877

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Subject Code: KMBNHR01

Roll No:

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**MBA**  
**(SEM III) THEORY EXAMINATION 2023-24**  
**TALENT MANAGEMENT**

**TIME: 3HRS****M.MARKS: 100****Note: 1.** Attempt all Sections. If require any missing data; then choose suitably.**SECTION A****1. Attempt all questions in brief.****2 x 10 = 20**

Q no.	Question	Marks	CO
a.	Define Talent Management.	2	1
b.	How do organizations differentiate between talent and knowledge management?	2	1
c.	Define Interview.	2	2
d.	Explain HRIS.	2	2
e.	Define Talent Procurement.	2	3
f.	Explain Attrition Analysis.	2	3
g.	What elements constitute a total rewards package for talent engagement?	2	4
h.	Define Turnover and explain its types.	2	4
i.	What is Human Resource Accounting (HRA), and what does it entail?	2	5
j.	What is business process re-engineering (BPR) and how does it relate to human resources?	2	5

**SECTION B****2. Attempt any three of the following:****10 x 3 = 30**

a.	What innovative recruitment techniques or channels are organizations leveraging to reach potential candidates?	10	1
b.	How do questionnaires and interviews contribute to the job analysis process?	10	2
c.	How can assessment centers be utilized in the selection process, and what benefits do they offer?	10	3
d.	How do organizations identify high-potential employees and groom them for future leadership positions?	10	4
e.	What are the benefits of conducting regular human resource audits for organizations?	10	5

**SECTION C****3. Attempt any one part of the following:****10 x 1 = 10**

a.	What development programs or career paths do organizations offer to nurture and retain high-potential talent?	10	1
b.	How do changing business environments, such as technological advancements or market shifts, impact Human Resource Planning?	10	1

**4. Attempt any one part of the following:****10 x 1 = 10**

a.	What strategies can organizations use to attract top talent to their organization?	10	2
b.	What internal and external factors should organizations consider when conducting HR planning for talent management?	10	2



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**5. Attempt any one part of the following: 10 x 1 = 10**

a.	What is employee engagement and what are the key processes involved in fostering it within organizations?	10	3
b.	How do organizations measure the effectiveness of their talent development programs, and what metrics or indicators do they use for evaluation?	10	3

**6. Attempt any one part of the following: 10 x 1 = 10**

a.	What considerations should organizations keep in mind when developing sustainable talent management and reward models?	10	4
b.	What is a comprehensive approach to employee retention and why is it important for organizations?	10	4

**7. Attempt any one part of the following: 10 x 1 = 10**

a.	How does HRIS integration with other organizational systems enhance HR efficiency and decision-making?	10	5
b.	Discuss the impact of demographic shifts such as the aging workforce or generational differences on talent management?	10	5