

MBA
(SEM 3) THEORY EXAMINATION 2018-19
Talent Management

Time: 3 Hours**Total Marks: 70****Note: 1.** Attempt all Sections. If require any missing data; then choose suitably.**SECTION A**

- 1. Attempt all questions in brief. 2 x 7 = 14**
- Define the term sustainable Talent Management.
 - Give the difference between Talent & Knowledge Management.
 - Define the term Talent acquisition Management.
 - Write a short note on use of assessment centers.
 - Describe the role of rewards in Talent Management.
 - What do you understand by HRIS?
 - Define business Process Reengineering.

SECTION B

- 2. Attempt any three of the following: 7 x 3 = 21**
- “First Impression is the last impression.” Is it true in the context of Employment Interview? Comment.
 - Explain the Process of sourcing talent. Discuss various sources of talent and their respective merits and demerits.
 - Describe Human resource audit with its various essential elements.
 - Describe the impact of organizational culture on HR Practice and styles of Management in an Organization.
 - “Is employee turnover is positive or negative for an organisations.” Comment & give reasons.

SECTION C

- 3. Attempt any one part of the following: 7 x 1 = 7**
- “Talent acquisition is a tool to be used as competitive advantages for a firm.” Comment.
 - Write a detailed note on emerging trends in HR.
- 4. Attempt any one part of the following: 7 x 1 = 7**
- Describe superiority of E-recruitment from traditional methods of recruitment.
 - What are the contemporary talent management issues & challenges? Explain.
- 5. Attempt any one part of the following: 7 x 1 = 7**
- Can Information Technology be helpful in upgrading HR Practices? Comment, How and why?
 - Describe various benefits and limitations of HR audit.
- 6. Attempt any one part of the following: 7 x 1 = 7**
- Explain the whole process of job analysis in an organization.
 - Give introduction of factors which contribute to employee retention process in an organization.
- 7. Attempt any one part of the following: 7 x 1 = 7**
- Is recruitment & selection is part of Talent Management Process? If yes, so explain its role in it.
 - Discuss various role of an HR in Business Process Reengineering.