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MBA
(SEM III) THEORY EXAMINATION 2021-22
TALENT MANAGEMENTN

Time: 3 Hours**Total 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**

- a. Explain the difference between Talent & Knowledge Management.
- b. Write a short note on use of assessment centers.
- c. Explain HRIS
- d. Define Retention of Talent
- e. Explain Transformation of change
- f. Write any two challenges of diverse workforce
- g. Explain Talent Procurement
- h. Explain Talent Metrics
- i. Explain Emerging trends of HR
- j. First Impression is the last impression. Discuss

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

- a. Discuss the strategic importance of Talent Management in an organization
- b. What difficulty did organization face while sourcing the talents?
- c. Explain the incentive plan to retain the employees in any organization.
- d. Discuss the contribution of Talents to organization performance
- e. Discuss the transformation of change in FMCG sectors

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

- (a) Which types of risk does talent management address?
- (b) Usually, Talent Management processes focus only on the company's high-level management. Why?

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

- (a) Recruitment & Selection is part of Talent Management Process? If yes, so explain its role in it.
- (b) Describe superiority of E-recruitment from traditional methods of recruitment.

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

- (a) Describe the impact of organizational culture on HR Practice in an Organization
- (b) What's the difference between talent management plans and executive team development plans?

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

- (a) Discuss succession management process
- (b) Explain the building blocks of Talent Management

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

- (a) Explain ROT? Explain Returns of Talent measures.
- (b) can Information Technology be helpful in upgrading HR Practices? Comment, How and why?