NOIDA INSTITUTE OF ENGINEERING AND TECHNOLOGY, GREATER NOIDA

(An Autonomous Institute Affiliated to AKTU, Lucknow)

MBA

SEM: IV - THEORY EXAMINATION (2022-2023)

Subject: Talent Management

Time: 3 Hours   **Max. Marks: 100**

General Instructions:

IMP: *Verify that you have received the question paper with the correct course, code, branch etc.*

1. *This Question paper comprises of* **three Sections -A, B, & C.** *It consists of Multiple Choice Questions (MCQ's) & Subjective type questions.*

2. *Maximum marks for each question are indicated on right -hand side of each question.*

3. *Illustrate your answers with neat sketches wherever necessary.*

4. *Assume suitable data if necessary.*

5. *Preferably, write the answers in sequential order.*

6. *No sheet should be left blank. Any written material after a blank sheet will not be evaluated/checked.*

<div align="center">SECTION A   20</div>

1. Attempt all parts:-

1-a.   Talent management is a process which involves____. (CO1)   1

            (a) Attracting and retaining high-quality employees

            (b) Developing their skills,

            (c) Continuously motivating them to improve their performance.

            (d) All of the above

1-b.   Talent management is a_____ process. (CO1)   1

            (a) Constant Process

            (b) Planned Process

            (c) Retrospective process

            (d) None of the above

1-c.   A(An) _____ shows the flow of inputs to and outputs from a job being   1
            analyzed. (CO2)

            (a) Organization chart

            (b) Process chart

(c) Job analysis

(d) Job description

1-d.   The part of the segmenting pool of the talent reservoir depends on the number   1
of positions above it and _____that the organization would like to have in
filling target positions. (CO2)

(a) Selection ratio

(b) Potential Ratio

(c) Both

(d) None of the above

1-e.   The result of poor quality of selection is extra cost on ___and supervision. (CO3)   1

(a) Training

(b) Recruitment

(c) Work quality

(d) None of the above

1-f.   A major internal factor that can determine the success of the recruiting   1
programme is whether or not the company engages in___. (CO3)

(a) HRP

(b) Selection

(c) Induction

(d) None of the above

1-g.   Stacey notes that her firm is risk averse, operates with a flexible, delegating   1
management style, and is outwardly focused. Stacey's observations describe
which organizational characteristic of a company. (CO4)

(a) Its production process for converting inputs into outputs.

(b) The firm's market posture.

(c) Its organizational structure.

(d) The firm's management philosophy.

1-h.   ___ is responsible for compensation decision making. (CO4)   1

(a) HR

(b) Worker

(c) Employee

(d) Laymen

1-i.   _____ is not a HRIS software. (CO5)   1

(a) SAP Success Factors

(b) Workday

(c) Oracle

(d) Weekday

1-j. Which of the following is/are the sub-system(s) of HRIS? (CO5)   1

(a) Position control and budgeting system

(b) Compensation management system

(c) Performance management system

(d) All of the above

2. Attempt all parts:-

2.a. Define talent management and its key objectives. (CO1)   2

2.b. Discuss the contribution of talent to organization performance. (CO2)   2

2.c. Elaborate the various sources of recruitment available at the disposal of an HR practitioner. (CO3)   2

2.d. Write a brief note on Managing Voluntary Turnover . (CO4)   2

2.e. Describe the scenario of HRA in India. (CO5)   2

SECTION B   **30**

3. Answer any <u>five</u> of the following:-

3-a. Discuss the role of talent management in building sustainable competitive advantage to a firm. (CO1)   6

3-b. Talent management is the essential strategy to gain competitive advantage. Justify your answer with relevant example. (CO1)   6

3-c. Write a brief note on strategic recruitment decisions and types of recruitment. (CO2)   6

3-d. Briefly explain various skills to be assessed during an interview. (CO2)   6

3.e. Explain the applications of Competency Development. (CO3)   6

3.f. Enumerate the advantages and Disadvantages of total rewards. (CO4)   6

3.g. Define different modules of a Human Resource Information System (HRIS). (CO5)   6

SECTION C   **50**

4. Answer any <u>one</u> of the following:-

4-a. Discuss in detail about the consequences of poor talent management. (CO1)   10

4-b. Explain the Key talent management processes and the issues involved in talent   10

management. (CO1)

5. Answer any <u>one</u> of the following:-

5-a.   Explain the various components of talent acquisition in detail. (CO2)   10

5-b.   Discuss in detail the various stages of talent management in human resource   10
         planning. (CO2)

6. Answer any <u>one</u> of the following:-

6-a.   Discuss how an organization perform its need analysis for talent development.   10
         (CO3)

6-b.   Explain the merits and demerits of different recruitment sources with a   10
         relevant example. (CO3)

7. Answer any <u>one</u> of the following:-

7-a.   Discuss in detail about the strategic compensation plan for talent engagement.   10
         (CO4)

7-b.   Discuss how to deal with people who want to leave. Outline different ways to   10
         deal with having your job taken away. (CO4)

8. Answer any <u>one</u> of the following:-

8-a.   Discuss the concept of Business Process Re-engineering in detail. Explain the   10
         conditions in which an organization needs to take decision for adopting the
         model of Business Process Re-engineering. (CO5)

8-b.   Elaborate the various advantages computerization has offered to the human   10
         resources information system. (CO5)