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MASTERS OF BUSINESS ADMINISTRATION
(SEM - III) THEORY EXAMINATION 2017-18
TALENT MANAGEMENT

Time: 3 Hours ***Total Marks: 70***

Note: **1.** Attempt all Sections. If require any missing data; then choose suitably.
2. Any special paper specific instruction.

SECTION A

1. Attempt *all* questions in brief. **2 x 7 = 14**

a. What type of risk does talent management address?
b. How can a company find and attract talented individuals?
c. What are the possible problems with Talent management?
d. What do you understand by strategic recruitment and strategic selection?
e. Why is it imperative to deal with Job Withdrawal?
f. Define Recruitment Budget?
g. What do you understand by Fundamental Re-thinking?

SECTION B

2. Attempt any *three* of the following: **7 x 3 = 21**

a. How talent management is the engine of new economy? Briefly discuss the role of HR in talent management?
b. There are several methods for collecting Job analysis data. Compare these methods explain what each is useful for, and list the pros and cons of each.
c. Explain in detail the process of searching & downloading applicant profile by using job portals? Give suitable examples.
d. Why is it necessary to retain talent? What are the cost and consequences of talent departure?
e. Define Human Resource Accounting? How it helps in managing and engaging talent?

SECTION C

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

(a) Explain the process of sourcing talent. Discuss various sources of talent and their respective merits and demerits?

(b) What are the Key Processes of Talent Management? Discuss in detail.

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

(a) Discuss the talent acquisition strategies in an organization. What difficulties do organizations face while sourcing the talent?

(b) Explain how would you conduct a job-analysis in an IT firm? Also list the items that are typically included in a job description and job-specification of Software Developer of an IT Firm?

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

(a) "Contemporary organizations are striving to establish itself as employer brand in the current employment scenario". Comment and list various initiatives taken by any organization for establishing itself as an employer brand?

(b) What do you understand by the term "Errors" in selection process? Bring out various types of errors that may occur during selection process and the approach how these errors can be minimized?

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

(a) Differentiate between Job withdrawal and Voluntary Turnover? Give suitable examples.

(b) Explain Integrated Rewards Philosophy in detail? Also describe the way integrated rewards can be designed?

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

(a) What are the Contemporary Talent Management Issues and Challenges? Discuss in detail.

(b) Discuss the concept of Business Process Re-engineering in detail? Also explain different phases of Business Process Re-engineering.

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