Printed Pages: 01 **Sub Code:RMBHR01**

Paper Id: 270303 **Roll No.** | | | | | | | | | | |

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

a. Define the term sustainable Talent Management.
b. Give the difference between Talent & Knowledge Management.
c. Define the term Talent acquisition Management.
d. Write a short note on use of assessment centers.
e. Describe the role of rewards in Talent Management.
f. What do you understand by HRIS?
g. Define business Process Reengineering.

SECTION B

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

a. "First Impression is the last impression." Is it true in the context of Employment Interview? Comment.
b. Explain the Process of sourcing talent. Discuss various sources of talent and their respective merits and demerits.
c. Describe Human resource audit with its various essential elements.
d. Describe the impact of organizational culture on HR Practice and styles of Management in an Organization.
e. "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

(a) "Talent acquisition is a tool to be used as competitive advantages for a firm." Comment.
(b) Write a detailed note on emerging trends in HR.

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

(a) Describe superiority of E-recruitment from traditional methods of recruitment.
(b) What are the contemporary talent management issues & challenges? Explain.

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

(a) Can Information Technology be helpful in upgrading HR Practices? Comment, How and why?
(b) Describe various benefits and limitations of HR audit.

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

(a) Explain the whole process of job analysis in an organization.
(b) 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

(a) Is recruitment & selection is part of Talent Management Process? If yes, so explain its role in it.
(b) Discuss various role of an HR in Business Process Reengineering.