PAPER ID-311535

Subject Code: RMBHR01

Roll No: | | | | | | | | | | | | | |

MBA
(SEM-III) THEORY EXAMINATION 2020-21
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 Role of Talent Management.
b.	Describe the element of Total reward in Talent Retention.
c.	Write a Short note on recruitment strategy.
d.	What do you understand by Cultural Development?
e.	How to deal with job withdrawal? Discuss.
f.	Give a difference between knowledge Vs. Talent.
g.	Define elements of HR Accounting.

SECTION B

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

a.	Design a suitable selection procedure for the Talent acquisition.
b.	"Human Resource Planning is a prerequisite for effective management of human resources". In the light of this statement, analysis the significance of HRP.
c.	Write a detailed note on contemporary Talent Management issues and challenges.
d.	"Is voluntary turnover is positive or negative for an organization". Comment & give reasons.
e.	Discuss the Business Process Reengineering as emerging trends in Talent Management.

SECTION C

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

(a)	What are the methods of collecting information?
(b)	"External source of recruitment is better than internal sources of recruitment for employee engagement." Do you agree with this statement? Give reasons for your answer.

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

(a)	What do you mean by job analysis? Discuss its significance in managing Talent acquisition.
(b)	Write a detailed note on the "Assessment Centers Method of performance of employee".

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

(a)	What is meant by Integrated Reward System? Suggest the steps to implement this philosophy.
(b)	State the objectives of Human Resource Audit and give the procedure of conducting HR audit.

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

(a)	Discuss the utility of employment Interview. Enumerate various kinds of Interview.
(b)	Write a detail note on Business Process reengineering.

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

(a)	"Interview is the least valid and reliable method of selection, yet it is most widely used". Comment.
(b)	Discuss various Benefits and limitation of HRIS.