Subject Code: KMBNHR01

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

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?