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Sub Code: KMBNHR01

Paper Id: 232375

Roll No.

MBA
(SEM III) THEORY EXAMINATION 2022-23
TALENT MANAGEMENT

Time: 3 Hours

Total Marks: 100

Note: Attempt all Sections. If require any missing data; then choose suitably.

SECTION A

1. Attempt *all* questions in brief. **1 x 10 = 10**

(a) Elaborate the term of talent management
(b) Define human resource planning.
(c) What is interview?
(d) Define strategic view of recruitment.
(e) What is attrition analysis?
(f) Write a note on leadership talent.
(g) What is succession planning?
(h) Define objectives of HR audit.
(i) Elaborate job withdrawals.
(j) Explain advantage of HR accounting.

SECTION B

2. Attempt any *three* of the following: **10x 3 = 30**

(a) How talent management is the pathway of corporate sector? Discuss the role of talent management in building competitive advantage of the firm.
(b) What is a job description and job specification? Explain the difference between the job description and job specification.
(c) What are the drivers for employee engagement in an organization? Elaborate
(d) Employee retention is the foremost responsibility of a successful talent management. Explain
(e) Discuss the role of HR in emerging trends of business process reengineering.

SECTION C

3. Attempt any *one* part of the following: **10x 1 = 10**

(a) Explain the meaning and objectives of talent management with relevant example.
(b) What process a company can put into place to select talented employees. Discuss with example.

4. Attempt any *one* part of the following: **10x 1 = 10**

(a) What are the stages involved in the human resource planning process explain.
(b) What are the strategic trends in talent acquisition in India.

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5. **Attempt any *one* part of the following:** **10x 1 = 10**

(a) Explain Mercer model of achieving employee engagement.

(b) External source of recruitment are considered better than internal source. Comment with reasons

6. **Attempt any *one* part of the following:** **10x 1 = 10**

(a) What do you understand by an ideal strategic compensation plan for talent engagement?

(b) What measures should be adopted by an organization for in order to managing voluntary turnover?

7. **Attempt any *one* part of the following:** **10x 1 = 10**

(a) Describe HRIS and explain why it is required in an organization.

(b) What do you mean by benchmarking? Discuss benchmarking in the context of human resource information system.

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