

**MBA**  
**(SEM-III) THEORY EXAMINATION 2019-20**  
**TALENT MANAGEMENT**

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

Qno.	Question	Marks	CO
a.	Define Talent Management.	2	1
b.	What is HRP and how is it connected to Talent Management?	2	2
c.	Job Description is the starting of the career cycle of an employee. Discuss.	2	2
d.	What is the role of Talent Management in sustaining long term competitive advantage to a firm?	2	1
e.	Explain two commonly used external sources of recruitment.	2	3
f.	Differentiate between Horn and Halo effect as a source of error in the interview process.	2	3
g.	Define turnover. What are its various types?	2	4
h.	Why is it imperative to give importance to succession planning in any organization?	2	4
i.	Describe Human Resource Information System.	2	5
j.	How does HR Audit takes place? Describe the process in brief.	2	5

## SECTION B

2. Attempt any *three* of the following:

3 x 10 = 30

Qno.	Question	Marks	CO
a.	“It is easier to hire right than to hire wrong and bear the consequences.” Do you agree with the statement? Give reasons	10	3
b.	Explain the various components of Talent Acquisition in detail. What is the importance of a sound Talent Acquisition policy for any company?	10	2
c.	“High rate of Voluntary Turnover is a red flag for any company.” Explain some measures which can be used to control voluntary turnover in any company.	10	4
d.	Explain the process of Business Process Re-engineering in detail.	10	5
e.	“Talent Management is the foremost responsibility of a successful management.” In the light of this statement, explain the importance of talent management in the cut throat competitive era of today.	10	1

## SECTION C

3. Attempt any *one* part of the following:

1 x 10 = 10

Qno.	Question	Marks	CO
a.	“Talent Management is a delicate relationship of inter related processes.” What are the various key processes of Talent Management?	10	1
b.	How is Talent different from Knowledge? What are the possible outcomes of failure in talent management?	10	1

Paper Id: Roll No: **4. Attempt any one part of the following: 1 x 10 = 10**

Qno.	Question	Marks	CO
a.	Draft a detailed Job Description and Job Specification for an entry level Marketing Executive in a reputed pharmaceutical company.	10	2
b.	“With the changing times, talent acquisition has also undergone a paradigm shift.” DO you agree with the statement? Substantiate your answer with strategic trends in Talent Acquisition.	10	2

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

Qno.	Question	Marks	CO
a.	What are the various sources of recruitment available at the disposal of a HR practitioner? What are the merits and demerits of these sources?	10	3
b.	What is Knowledge Management? What is its importance to any company?	10	3

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

Qno.	Question	Marks	CO
a.	What do you mean by Job Withdrawal? What are the signs of potential job withdrawal?	10	4
b.	Describe the various components of Total Rewards in detail.	10	4

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

Qno.	Question	Marks	CO
a.	“Human resource accounting is the process of identifying and reporting investments made in the human resources of an organization that are presently unaccounted for in the conventional accounting practices.” What is the importance of Human Resource Accounting in the present day reporting?	10	5
b.	Discuss the various challenges faced by the new age HR manager while undertaking various HR roles.	10	5

**MBA**  
**(SEM-III) THEORY EXAMINATION 2019-20**  
**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.	What is Sustainable Talent Development? How is it important?
b.	What is Talent Acquisition?
c.	What are the key processes of Talent Management? How are they connected with each other?
d.	How is recruitment different from selection?
e.	Explain the concept of Human Resource Audit.
f.	What are the various elements of Total Rewards?
g.	What are Assessment Centers?

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

a.	“Good Recruitment is the starting point of good HR System.” In the light of this statement, describe the importance of a sound recruitment policy.
b.	“Selection Errors are some of the biggest errors an HR professional can make.” What are the selection errors that can occur while the talent acquisition process.
c.	What is employer branding? What are the various strategies by which a company ensures employer branding?
d.	Define and explain the concept of Employee Turnover. How can it be managed?
e.	What is BPR? What is its role and importance in HR field?

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

(a)	What is Talent Management? What are its objectives?
(b)	What are the various sources of Talent Management available at the disposal of an organization?

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

(a)	What is Job Analysis? Explain the process of Job Analysis in detail.
(b)	Draft a Job Description for the following two positions in an IT company: a. A Customer Support Executive b. HR Team Leader

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

(a)	Explain the Talent Acquisition process in detail. What are the various sources available for sourcing talent?
(b)	What are the different types of interviews? What type of interview would you choose if you had to conduct an interview for a group of freshers having experience less than 1 year?

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

(a)	What is integrated rewards philosophy? Describe its nature and components in detail.
(b)	Suggest some ways to design strategic compensation plan for new age workforce.

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

(a)	“Talent Management is the battle ground where the next corporate war will be fought.” Do you agree with the statement? Describe a few contemporary challenges faced by HR managers.
(b)	What is Human Resource Information System (HRIS)? What role does it play in optimizing performance of the organization?

**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.

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Sub Code: RMB HR01

**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?

- 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.