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MBA
(SEM III) THEORY EXAMINATION 2024-25
TALENT MANAGEMENT

TIME: 3 HRS

M.MARKS: 100

Note: Attempt all Sections. In case of any missing data; choose suitably.

SECTION A

1. Attempt all questions in brief. 2 x 10 = 20

Q no.	Question	CO	Level
a.	Define the Purpose of Talent Management.	1	1
b.	Discuss the importance of Human Resource Planning.	1	2
c.	Explain the Purpose of Job Analysis.	2	2
d.	Write advantages and disadvantages of Questionnaire.	2	3
e.	Explain the Reliability & Validity of Selection Tests.	3	4
f.	Define the components of Talent Development.	3	5
g.	Differentiate the term Career Planning and Succession Planning.	4	4
h.	Explain the concept of Sustainable Talent Management.	4	5
i.	What do you mean by Business Process Re- Engineering?	5	2
j.	Explain various Contemporary Talent Management Issues.	5	3

SECTION B

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

a.	“Talent management is the process of ensuring that talented people are attracted, retained, motivated, and developed to meet the organization's needs. Do you agree with this statement”? Give Reason.	1	2
b.	“Job analysis is the process of studying and collecting information relating to the operations and responsibilities of a specific job” Explain this statement.	2	3
c.	Explain the terms “Selection Hit “and “Selection Miss”, and discuss the various Strategies for minimizing selection error during hiring.	3	4
d.	“Voluntary turnover occurs when an employee leaves their role by choice instead of having their employment terminated by the company”. Explain this Statement and give strategies to manage Voluntary Turnover in organization.	4	5
e.	What do you mean by Human Resource Accounting? Explain the process of Human Resource Accounting to identify and measure the cost and value of employee in the organization.	5	2

SECTION C

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

a.	“Retention a process in which employees are encouraged to remain within an organization for the maximum period” In view of this statement, explain different retention strategies to reduce employee turnover and improve productivity.	1	2
b.	Write the difference between Recruitment and Selection and explain various source of recruitment in detail.	1	2



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4. Attempt any one part of the following:		10 x 1 = 10	
a.	Explain how to attract and retain the best talent in the organization? Discuss the strategic trends in talent acquisition.	2	2
b.	Draft a detailed Job Description and Job Specification for Senior Marketing Executive in a telecommunication Company.	2	3
5. Attempt any one part of the following:		10 x 1 = 10	
a.	“Engaged employees are highly motivated, contribute to organizational success, and feel a sense of ownership in the organization’s outcomes”. Do you agree with this statement? Support your answer with various ways of achieving employee engagement in an organization.	3	5
b.	Write Short Notes on :- a. Use of Assessment Centers b. Types of Interview c. Benefits of Knowledge Management	3	4
6. Attempt any one part of the following:		10 x 1 = 10	
a.	What do you mean by Job Withdrawal? Explain how organization can deal with the Job Withdrawal.	4	4
b.	Explain the term of Integrated Reward Philosophy and define how to designing integrated rewards and discuss the elements of total rewards.	4	4
7. Attempt any one part of the following:		10 x 1 = 10	
a.	“Human resource auditing is a comprehensive review of an organization’s HR policies, procedures, practices, and systems”. In the light of this statement, discuss the purpose and benefits of HR Audit.	5	3
b.	“Human Resource Information System (HRIS) is the platform used by organization to manage and store data related to employee’s management”. Explain this statement and discuss the advantages of HRIS for the organizations.	5	2