

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?