

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.