PAPER ID-410583

Roll No: ☐☐☐☐☐☐☐☐☐☐☐☐☐

MBA(Integrated)
(SEM VIII) THEORY EXAMINATION 2023-24
TALENT MANAGEMENT

TIME: 3 HRS   M.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 the concept of talent management.	2	1
b.	Differentiate between talent management and HRM.	2	1
c.	Describe the meaning of job analysis.	2	2
d.	Discuss about the objectives of HR Planning.	2	2
e.	Define benefit of preparing recruitment budget.	2	3
f.	Describe the purpose of validity test.	2	3
g.	Define the features of total reward.	2	4
h.	Discuss the benefits offered to employee's retention.	2	4
i.	Describe the need for HR accounting.	2	5
j.	Discuss about the meaning of HR audit.	2	5

SECTION B

2.   Attempt any *three* of the following:

a.	Explain the key process of talent management.	10	1
b.	Define job design. How can job design enhance the performance of an employee?	10	2
c.	If you were doing a role analysis for job engagement position what type of behavior would you specify? Discuss	10	3
d.	Explain the effects and control measures of employee turnover.	10	4
e.	Describe the objectives and component of human resource information system.	10	5

SECTION C

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

a.	Elaborate the competency framework for talent management.	10	1
b.	Discuss about the internal and external source of talent management.	10	1

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

a.	Explain job description and job specification. How can the job analysis information be put to use?	10	2
b.	What is the human resource planning? Discuss the stages of HR Panning process.	10	2

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

a.	Explain the various types of interview. What is the goal of each one of them	10	3
b.	Indicate ways in which selection process can be evaluated.	10	3

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

a.	Explain the determinants of compensation plan for talent engagement.	10	4
b.	Describe comprehensive approach to retain employee.	10	4

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

a.	Explain the advantages and disadvantages of the business process re-engineering.	10	5
b.	Discuss and differentiate between the various tools for measuring HRA.	10	5