MODEL QUESTION PAPER

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**

a. Define Talent Management.

b. What is attrition analysis?

c. Job Description is the starting of the career cycle of an employee. Discuss.

d. What is the role of Talent Management in sustaining long term competitive advantage to a firm?

e. Explain two commonly used external sources of recruitment.

f. Differentiate between Horn and Halo effect as a source of error in the interview process.

g. Define turnover. What are its various types?

h. Why is it imperative to give importance to succession planning in any organization?

i. Describe Human Resource Information System.

j. How does HR Audit takes place? Describe the process in brief.

SECTION B

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

a. "It is easier to hire right than to hire wrong and bear the consequences." Do you agree with the statement? Give reasons

b. Explain the various components of Talent Acquisition in detail. What is the importance of a sound Talent Acquisition policy for any company?

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.

d. "Is voluntary turnover is positive or negative for an organization". Comment & give reasons

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.

SECTION C

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

a. "Talent Management is a delicate relationship of inter related processes." What are the various key processes of Talent Management?

b. How is Talent different from Knowledge? What are the possible outcomes of failure in talent management?

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

What do you mean by job analysis? Discuss its significance in managing Talent acquisition.

(b) Write a detailed note on the "Assessment Centers Method of performance of employee".

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

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?

b. What is Knowledge Management? What is its importance to any company?

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

a. What do you mean by Job Withdrawal? What are the signs of potential job withdrawal?

b. Describe the various components of Total Rewards in detail.

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

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?

b. Discuss the various challenges faced by the new age HR manager while undertaking various HR role.