NOIDA INSTITUTE OF ENGINEERING AND TECHNOLOGY, GREATER NOIDA
(An Autonomous Institute Affiliated to AKTU, Lucknow)
M.B.A.
SEM: IV - THEORY EXAMINATION (2021 - 2022)
Subject: Talent Management

Time: 3 Hours   Max. Marks: 100

General Instructions:
1. The question paper comprises three sections, A, B, and C. You are expected to answer them as directed.
2. Section A - Question No- 1 is 1 marker & Question No- 2 carries 2 mark each.
3. Section B - Question No-3 is based on external choice carrying 6 marks each.
4. Section C - Questions No. 4-8 are within unit choice questions carrying 10 marks each.
5. No sheet should be left blank. Any written material after a blank sheet will not be evaluated/checked.

SECTION A   20

1. Attempt all parts:-

1-a.   Talent Management's automated end to end process involves (CO1)   1
                    (a) recruiting and hiring
                    (b) managing employees
                    (c) Compensating employees
                    (d) all of above

1-b.   The elements of talent management model is categorized into _____ areas (CO1)   1
                    (a) 4
                    (b) 5
                    (c) 6
                    (d) 2

1-c.   Allison, a manager at a large clothing retail store, needs to determine essential duties that   1
have not been assigned to specific employees. Which of the following would most likely
provide Allison with this information? (CO2)
                    (a) work activities
                    (b) job context
                    (c) job analysis
                    (d) performance standards

1-d.   A capability framework can start to develop talent for _____ planning (CO2)   1
                    (a) Performance
                    (b) Succession
                    (c) Appraisal
                    (d) All

1-e.   Which among the following are the decisions that has to be made while devising the   1
strategies to hire? (CO3)
                    (a) Geographic distribution of labour markets comprising job seekers
                    (b) Make or buy employees
                    (c) Sequencing the activities in the recruitment process
                    (d) All of the above

1-f.   Recognizing the right people in competing companies, proposing them better terms of   1
service & compensation and luring them away is popularly called as--- (CO3)
                    (a) Competition
                    (b) Acquisition

(c) Poaching

(d) None of the above

| 1-g. | This is the pay that varies and changes in accordance with the level of performance or results achieved. (CO4) | 1 |

(a) Variable pay

(b) Fixed pay

(c) Allowances

(d) Benefits

| 1-h. | Health insurance, pre-tax benefits plans, life insurance and disability plans are covered under (CO4) | 1 |

(a) Fringe benefits

(b) allowances

(c) Variable pay

(d) Bonus

| 1-i. | Which of the following is the best explanation of business process reengineering? (CO5) | 1 |

(a) Redesigning the organizational structure of a business

(b) Redesigning workflow

(c) Redesigning products

(d) Transformation of business processes for more effective achievement of business goals

| 1-j. | _____is a comprehensive method (or means) to review current human resources policies (CO5) | 1 |

(a) Human Resources Planning

(b) Human Resources Accounting

(c) Human Resources Audit

(d) Human Resources Information system

2. Attempt all parts:-

2.a.	Discuss different objectives of Talent Management. (CO1)	2
2.b.	Explain Manpower Planning. (CO2)	2
2.c.	Write a brief note on Reliability & Validity of Selection Tests. (CO3)	2
2.d.	Write a brief note on "Managing Voluntary Turnover". (CO4)	2
2.e.	List out the records required for Human Resource Auditing. (CO5)	2

SECTION B   30

3. Answer any <u>five</u> of the following:-

3-a.	Define Talent Management. Explain the role of Talent Management in building sustainable competitive advantage for a firm. (CO1)	6
3-b.	Discuss the prevalent methods for finding and evaluating high-potential employees. (CO1)	6
3-c.	Discuss the steps involved in carrying out Human Resource Planning for talent management in a firm. (CO2)	6
3-d.	Define Job Analysis. Explain the advantages of Job Analysis in detail. (CO2)	6
3.e.	Discuss about the different types of interviews. In which kind of situation/job, competency based interview will be required? (CO3)	6
3.f.	Explain the importance of Employee Retention for an organization. Also discuss about the different approaches/strategies organizations can use for retaining the employees. (CO4)	6
3.g.	Define and discuss Human Resource Information System. Explain the characteristics of the same in detail. (CO5)	6

SECTION C   50

4. Answer any <u>one</u> of the following:-

4-a.	Discuss Talent Management Process in detail. (CO1)	10
4-b.	Describe the consequences an organization may face if Talent management is not done in a proper manner. Explain the importance of Human Resource Planning for the success of an organization. (CO1)	10

5. Answer any <u>one</u> of the following:-

5-a.	Explain few quantitative tools used for HR Planning in Talent Management. Discuss some latest trends of Talent Acquisition. (CO2)	10
5-b.	Distinguish between Job Descriptions and Job Specifications. Explain the process of Job Analysis in detail. (CO2)	10

6. Answer any <u>one</u> of the following:-

6-a.	Define the various sources of recruitment available with a HR practitioner. Explain the merits and demerits of these sources with a relevant example. (CO3)	10
6-b.	You are working as a HR manager in a multinational company which deals with FMCG products. Company needs to recruit Marketing Managers for its new division of soaps. Design a detailed selection process for the same. (CO3)	10

7. Answer any <u>one</u> of the following:-

7-a.	Discuss Compensation and Reward Management. Describe the parts of Total Rewards and Integrated Rewards in detail. (CO4)	10
7-b.	Describe the process and outcomes of Employee Engagement. Explain different ways of achieving Employee Engagement in an organization. (CO4)	10

8. Answer any <u>one</u> of the following:-

8-a.	Differentiate between Human Resource Auditing and Human Resource Accounting. Discuss the process of Human Resource Accounting in detail. (CO5)	10
8-b.	Discuss the concept of Business Process Re-engineering in detail. Explain the conditions in which an organization needs to take decision for adopting the model of Business Process Re-engineering. (CO5)	10