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NOIDA INSTITUTE OF ENGINEERING AND TECHNOLOGY, GREATER NOIDA

(An Autonomous Institute Affiliated to AKTU, Lucknow)

MBA

SEM: IV - THEORY EXAMINATION (2023 - 2024)

Subject: Talent Management

Time: 3 Hours

Max. Marks: 100

General Instructions:

IMP: Verify that you have received the question paper with the correct course, code, branch etc.

1. This Question paper comprises of **three Sections -A, B, & C**. It consists of Multiple Choice Questions (MCQ's) & Subjective type questions.
2. Maximum marks for each question are indicated on right -hand side of each question.
3. Illustrate your answers with neat sketches wherever necessary.
4. Assume suitable data if necessary.
5. Preferably, write the answers in sequential order.
6. 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. _____ is the rate at which employees leave the organization. (CO1) 1
- (a) Retrenchment
 - (b) Turnover
 - (c) Turn around
 - (d) Retention
- 1-b. The two axis in the talent management grid are _____. (CO1) 1
- (a) Potential and performance
 - (b) Knowledge
 - (c) Potential and Talent
 - (d) All
- 1-c. The way by which an organization can save on recruitment and performance management costs in the long run is to _____. (CO2) 1
- (a) Retain top talents
 - (b) Retain potential employee

- (c) Retain managers
- (d) Retain top management
- 1-d. A Job specification includes _____. (CO2) 1
- (a) Personal characteristics
- (b) Physical characteristics
- (c) Psychological characteristics
- (d) All of the above
- 1-e. The most important external factor governing recruitment is _____. (CO3) 1
- (a) Sons of soil
- (b) Labour market
- (c) Unemployment rate
- (d) Supply and demand
- 1-f. ___ refers to the process of identifying and attracting job seekers so as to build a pool of qualified job applicants. (CO3) 1
- (a) Selection
- (b) Training
- (c) Recruitment
- (d) Induction
- 1-g. _____ is not an objective of Compensation. (CO4) 1
- (a) To establish equity
- (b) To Improve Employee Efficiency
- (c) To Control Cost
- (d) To Comply with illegal Regulation
- 1-h. Compensation is a systematic approach to provide monetary value to employees in exchange for _____. (CO4) 1
- (a) Skills
- (b) Knowledge
- (c) Work performed
- (d) Damages held
- 1-i. _____ is one of the effective principle of Auditing. (CO5) 1
- (a) Unity
- (b) Integrity
- (c) Togetherness

(d) Dependency

- 1-j. Generally, _____ is not an essential condition for an effective HRIS. (CO5) 1
- (a) Ensuring clarity of HRIS goals
 - (b) Strengthening the infrastructure and other supporting systems
 - (c) Changing the HR manager
 - (d) Sustained enhancement of the HRIS capabilities

2. Attempt all parts:-

- 2.a. State the objectives of Talent Management. (CO1) 2
- 2.b. Differentiate between Selection and Acquisition. (CO2) 2
- 2.c. Define Knowledge management and its importance to an organization. (CO3) 2
- 2.d. State the advantages of Employee Engagement. (CO4) 2
- 2.e. Outline and discuss advantages of Business Process Re-engineering. (CO5) 2

SECTION B

30

3. Answer any five of the following:-

- 3-a. Briefly describe the role of Performance evaluation in Talent management. (CO1) 6
- 3-b. Discuss the current organizational practices for identifying and assessing High-Potential Talent. (CO1) 6
- 3-c. Elaborate the meaning of Job analysis. Explain its process in detail. (CO2) 6
- 3-d. Describe the role of Quantitative tools in Human Resource Planning process.(CO2) 6
- 3.e. Discuss, how any organization perform its Need Analysis for Talent Development. (CO3) 6
- 3.f. Discuss the elements of Total Rewards. (CO4) 6
- 3.g. Define the role of an Human Resource Auditor. (CO5) 6

SECTION C

50

4. Answer any one of the following:-

- 4-a. Discuss in what ways does talent acquisition support organizational agility and flexibility in responding to market dynamics and changing business environments. (CO1) 10
- 4-b. Describe the conceptual definition of talent management, and how does its implementation serve as a critical organizational function in addressing contemporary challenges and achieving long-term strategic objectives. (CO1) 10

5. Answer any one of the following:-

- 5-a. Describe the two components of Job analysis. Discuss briefly the various approaches for gathering information for Job analysis. (CO2) 10
- 5-b. Describe the steps of Human Resource Planning for Talent management. (CO2) 10

6. Answer any one of the following:-

- 6-a. Discuss the various ways of developing Leadership Talent with suitable example. (CO3) 10
- 6-b. "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. (CO3) 10

7. Answer any one of the following:-

- 7-a. Elaborate Integrated Rewards Philosophy and various stages of designing Integrated Rewards. (CO4) 10
- 7-b. Explain Employee Retention and mention different ways to retain employees in the organization. (CO4) 10

8. Answer any one of the following:-

- 8-a. Elaborate the various advantages Internet and softwares have offered to the Human Resources Information System. (CO5) 10
- 8-b. Differentiate between Human Resource Auditing and Human Resource Accounting. Discuss the process of Human Resource Accounting in detail. (CO5) 10