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NOIDA INSTITUTE OF ENGINEERING AND TECHNOLOGY, GREATER NOIDA

(An Autonomous Institute Affiliated to AKTU, Lucknow)

MBA - IEV

SEM: II - THEORY EXAMINATION (20.... - 20.....)

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, &amp; C. It consists of Multiple Choice Questions (MCQ's) &amp; 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. In a talent-friendly organization, leaders are typically perceived as (CO1, K2)

1

- (a) Authoritarian
- (b) Empathetic and supportive
- (c) Distant and unapproachable
- (d) Micro-managers

1-b. \_\_\_\_\_ is a potential risk of misidentifying talent. (CO1, K1)

1

- (a) Employee disengagement
- (b) Increased productivity
- (c) Better team collaboration
- (d) Improved morale

1-c. The process of identifying the specific skills, experience, and qualifications required for a job is called: (CO2, K1)

1

- (a) Talent assessment
- (b) Job analysis
- (c) Competency mapping
- (d) Workforce planning

1-d. The use of LinkedIn for recruitment falls under: (CO2, K1)

1

- (a) Internal sourcing
- (b) Social sourcing

- (c) Passive sourcing
- (d) Networking sourcing
- 1-e. \_\_\_\_\_ is a potential consequence of poor performance management practices? (CO3, K2) 1
  - (a) Effective conflict resolution
  - (b) Enhanced organizational performance
  - (c) Increased employee engagement
  - (d) Decreased employee morale
- 1-f. The common reason for talent departure in organizations is (CO3, K1) 1
  - (a) Lack of recognition and reward
  - (b) Excessive workload
  - (c) Inadequate training and development
  - (d) All of the above
- 1-g. An activity that can enhance teamwork and collaboration in a retail environment is (CO4, K2) 1
  - (a) Team-building exercises
  - (b) Mandatory overtime shifts
  - (c) Individual performance bonuses
  - (d) Competitive sales targets
- 1-h. Identify from the following that best measures the contribution of talent to business performance. (CO4, K2) 1
  - (a) Revenue growth
  - (b) Employee turnover
  - (c) Customer satisfaction
  - (d) Profit per employee
- 1-i. A common metric for evaluating talent contribution is: (CO5, K1) 1
  - (a) Employee tenure
  - (b) Cost per hire
  - (c) Return on investment (ROI)
  - (d) Job satisfaction
- 1-j. A high employee turnover rate indicates: (CO5, K2) 1
  - (a) Effective hiring practices
  - (b) Poor retention strategies
  - (c) High employee satisfaction
  - (d) Strong organizational culture
- 2. Attempt all parts:-
- 2.a. Discuss some opportunities employees may use to showcase their talents in an organization. (CO1, K2) 2

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|------|--|---|
| 2.b. | Describe the ethical considerations that is involved in manpower planning, particularly regarding layoffs or workforce reductions? (CO2, K2) | 2 |
| 2.c. | Discuss the relationship between manpower planning & recruitment. (CO3, K2).   | 2 |
| 2.d. | Define Performance Appraisal in your words. (CO4, K1)  | 2 |
| 2.e. | Describe how recognition programs can boost employee morale. (CO5, K2)   | 2 |

### **SECTION-B**

30

3. Answer any five of the following:-

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|------|---|---|
| 3-a. | Discuss performance appraisal as a method used to identify suitable talents among employees. (CO1, K2)            | 6 |
| 3-b. | Can you discuss any challenges or obstacles your organization faces in effectively identifying talents? (CO1, K4) | 6 |
| 3-c. | "Talent diversity and inclusion is important for an organization." Discuss (CO2, K2)                              | 6 |
| 3-d. | Discuss the succession planning and highlight its importance. (CO2, K2)   | 6 |
| 3.e. | Describe any one method used for Competency Mapping. (CO3, K2)  | 6 |
| 3.f. | Examine the role of work-life balance in the context of talent management. (CO4, K4)                              | 6 |
| 3.g. | Explain the relationship between talent contribution and business performance with an example. (CO5, K2)          | 6 |

### **SECTION-C**

50

4. Answer any one of the following:-

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|------|--|----|
| 4-a. | "Creativity plays an important role in the work of knowledge workers." Discuss. (CO1, K2)  | 10 |
| 4-b. | Considering the future of work and advancements in technology, how might the roles of talent workers and knowledge workers evolve differently? (CO1, K4) | 10 |

5. Answer any one of the following:-

- |      |   |    |
|------|---|----|
| 5-a. | Discuss the meaning and importance of competency mapping in organizational context. (CO2, K2)                         | 10 |
| 5-b. | Explain briefly, How does employee training and development fit into the overall manpower planning process? (CO2, K2) | 10 |

6. Answer any one of the following:-

- |      |   |    |
|------|---|----|
| 6-a. | Explain how do you balance technical skills with behavioral competencies when evaluating performance? (CO3, K3) | 10 |
| 6-b. | Explain, How are performance criteria established for different roles within the organization? (CO3, K2)        | 10 |

7. Answer any one of the following:-

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|------|--|----|
| 7-a. | Discuss in detail some effective strategies to retain employees. (CO4, K2)             | 10 |
| 7-b. | Explain the ways your organization supports career development for employees.(CO4, K3) | 10 |

8. Answer any one of the following:-

- 8-a. Discuss the significance of talent contributions to business performance in detail. (CO5, K2) 10
- 8-b. Analyze the challenges and solutions in developing effective talent metrics. (CO5, K4) 10

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