

Printed Page:-

Subject Code:- GHRM101

Roll. No:

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NOIDA INSTITUTE OF ENGINEERING AND TECHNOLOGY, MCA INSTITUTE,
GREATER NOIDA

(An Autonomous Institute Affiliated to AKTU, Lucknow)

PGDM (GLOBAL)

TRIMESTER: IV - THEORY EXAMINATION (20 -20)

Subject: Talent Management

Time: 2.5 Hours

Max. Marks: 60

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

15

1. Attempt all parts:-

1-a. Talent management is a process involves: (CO1, K1)

1

- (a) attracting and retaining high-quality employees
- (b) developing their skills
- (c) continuously motivating them to improve their performance.
- (d) All of the above

1-b.is the primary goal of talent acquisition. (CO2, K1)

1

- (a) Employee retention
- (b) Reducing turnover
- (c) Identifying and hiring top talent
- (d) Employee training

1-c. of the following is the first step in the recruitment process. (CO3, K1)

1

- (a) Job analysis
- (b) Interview
- (c) Selection
- (d) Training

1-d. Competency mapping is : (CO4, K1)

1

- (a) Identifying key skills and knowledge required for a job
- (b) Developing a company's strategic goals

- (c) Creating a financial budget for the company
 - (d) Designing the organizational structure
- 1-e. Employee retention is: (CO5, K1) 1
- (a) The process of recruiting new employees
 - (b) The ability of an organization to keep its employees
 - (c) A method of training employees
 - (d) The rate at which employees are promoted

2. Attempt all parts:-

- 2.a. Define the term Human Resource Planning. (CO1, K1) 2
- 2.b. Define job analysis. (CO2, K1) 2
- 2.c. Differentiate between recruitment and selection. (CO3, K4) 2
- 2.d. Define competency mapping. (CO4, K1) 2
- 2.e. Explain the concept of employee retention . (CO5, K2) 2

SECTION-B 15

3. Answer any three of the following:-

- 3-a. Differentiate between talent and knowledge in an organizational context. (CO1, K4) 5
- 3-b. Explain the contents of job description and job specification. (CO2, K4) 5
- 3-c. Discuss the various stages of the recruitment process. How does each stage contribute to attracting and selecting the best candidates for an organization. (CO3, K2) 5
- 3-d. Explain the process of competency mapping and its significance in human resource management. (CO4, K2) 5
- 3.e. Discuss the key factors that influence employee retention in an organization. Provide examples to support your answer. (CO5, K2) 5

SECTION-C 30

4. Answer any one of the following:-

- 4-a. A key employee has expressed interest in leaving the company. What actions would you take to try and retain them. (CO1, K4) 6
- 4-b. Company wants to ensure that it is attracting a diverse pool of candidates during the hiring process. How would you approach this task. (CO1, K4) 6

5. Answer any one of the following:-

- 5-a. Explain the Steps Involved in Conducting a Job Analysis. (CO2, K2) 6
- 5-b. Discuss the Importance of Job Analysis in Human Resource Management. (CO2, K2) 6

6. Answer any one of the following:-

- 6-a. Evaluate the role of diversity and inclusion in the recruitment and selection process. What strategies can organizations implement to ensure a diverse and 6

inclusive hiring process. (CO3, K4)

6-b. Discuss the key components of a successful knowledge management system. How can organizations leverage these components to enhance innovation and maintain a competitive edge. (CO3, K4) 6

7. Answer any one of the following:-

7-a. Imagine you are the HR manager of a rapidly growing tech company. Explain how would you use competency mapping to ensure that your recruitment process aligns with the company's strategic goals. (CO4, K4) 6

7-b. A manufacturing company is experiencing high turnover in its production department. Explain how could competency mapping help address this issue? (CO4, K4) 6

8. Answer any one of the following:-

8-a. Explain how continuous learning and development contribute to sustainable talent management and what are the strategies can organizations implement to ensure ongoing skills development and career progression for their employees. (CO5, K4) 6

8-b. Assess the challenges organizations may face in implementing sustainable talent management practices and how can these challenges be addressed to create a resilient and future-ready workforce. (CO5, K3) 6

REG:JULY_DEC-2024