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NOIDA INSTITUTE OF ENGINEERING AND TECHNOLOGY, GREATER NOIDA
(An Autonomous Institute Affiliated to AKTU, Lucknow)

MBA

SEM: IV - THEORY EXAMINATION (2025 - 2026)

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:-

- | | | |
|-------|--|---|
| (1.1) | Talent management mainly focuses on: (CO1,K1) | 1 |
| | (a) Financial assets | |
| | (b) Managing employee capabilities | |
| | (c) Production systems | |
| | (d) Customer complaints | |
| (1.2) | The objective of talent management is to:(CO1,K2) | 1 |
| | (a) Reduce training | |
| | (b) Lower salary expenses | |
| | (c) Place right talent in right role | |
| | (d) Eliminate recruitment | |
| (1.3) | Talent acquisition mainly focuses on: (CO2,K2) | 1 |
| | (a) Long-term workforce planning | |
| | (b) Random hiring | |
| | (c) Short-term staffing | |
| | (d) Payroll | |
| (1.4) | Job analysis helps in identifying:(CO2,K2) | 1 |
| | (a) Company profit | |
| | (b) Employee salary | |
| | (c) Job duties and responsibilities | |
| | (d) Marketing strategy | |
| (1.5) | Talent identification helps organizations to: (CO3,K1) | 1 |

- (a) Reduce training
 - (b) Recognize capable employees
 - (c) Increase turnover
 - (d) Ignore performance
- (1.6) Competency mapping identifies: (CO3, K2) 1
- (a) Office layout
 - (b) Company assets
 - (c) Skills and competencies
 - (d) Payroll errors
- (1.7) A strategic compensation plan is designed to: (CO4, K2) 1
- (a) Reduce salaries
 - (b) Align pay with business goals
 - (c) Eliminate incentives
 - (d) Increase conflict
- (1.8) Rewards and recognition mainly improve: (CO4,K2) 1
- (a) Employee turnover
 - (b) Absenteeism
 - (c) Employee motivation
 - (d) Conflict
- (1.9) HRIS stands for: (CO5,K1) 1
- (a) Human Resource Internal System
 - (b) Human Resource Information System
 - (c) Human Recruitment Information Service
 - (d) Human Resource Integration Software
- (1.10) Human Resource Accounting mainly deals with:(CO5,K2) 1
- (a) Employee attendance
 - (b) Payroll only
 - (c) Valuation of human resources
 - (d) Marketing cost

2. Attempt all parts:-

- (2.1) Define talent management.(CO1,K1) 2
- (2.2) Define talent acquisition.(CO2,K2) 2
- (2.3) Define reliability of a test. (CO3,K2) 2
- (2.4) State importance of employee recognition. (CO4,K1) 2
- (2.5) Define Business Process Reengineering. (CO5,K2) 2

SECTION-B

30

Answer any one of the following:-

- (3.1) Explain concept and objectives of talent management. (CO1,K2) 6
- (3.2) Explain role of talent management in achieving competitive advantage. (CO1,K2) 6

Answer any one of the following:-

(3.3)	Explain concept and importance of talent acquisition. (CO2,K2)	6
(3.4)	Explain job analysis process and its significance. (CO2,K2)	6
Answer any one of the following:-		
(3.5)	Explain competency mapping process with examples. (CO3,K2)	6
(3.6)	Explain assessment centers and their role in employee evaluation. (CO3,K2)	6
Answer any one of the following:-		
(3.7)	Explain concept and importance of strategic compensation planning. (CO4,K2)	6
(3.8)	Explain rewards and recognition systems in organizations. (CO4,K2)	6
Answer any one of the following:-		
(3.9)	Explain Human Resource Accounting and its objectives. (CO5,K2)	6
(3.10)	Explain Business Process Reengineering and its importance in organizations. (CO5,K2)	6
SECTION-C		50
4. Answer any <u>one</u> of the following:-		
(4.1)	Analyze concept and importance of talent management. (CO1,K4)	10
(4.2)	Analyze recruitment and selection strategies. (CO1,K4)	10
5. Answer any <u>one</u> of the following:-		
(5.1)	Evaluate the importance of job analysis in talent management and explain how it supports effective recruitment and selection decisions. (CO2,K5)	10
(5.2)	Analyze the role of job description and job specification in employee recruitment and explain their importance in workforce planning. (CO2,K4)	10
6. Answer any <u>one</u> of the following:-		
(6.1)	Analyze talent identification practices used by an organization and suggest improvements. (CO3,K4)	10
(6.2)	Analyze role of psychological testing in recruitment and employee development. (CO3,K4)	10
7. Answer any <u>one</u> of the following:-		
(7.1)	Analyze the concept of strategic compensation planning and explain how compensation strategies contribute to talent attraction, motivation and retention. (CO4,K4)	10
(7.2)	Evaluate rewards and recognition systems used in organizations and explain their impact on employee performance and engagement. (CO4,K5)	10
8. Answer any <u>one</u> of the following:-		
(8.1)	Evaluate Diversity, Equity and Inclusion practices in organizations and explain their impact on innovation, employee engagement and organizational culture. (CO5,K5)	10
(8.2)	Analyze hybrid work model and explain its advantages, challenges and impact on employee productivity and organizational performance. (CO5,K4)	10