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

MBA

SEM: II - 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) The main objective of talent management is: (CO1,K1)

1

- (a) Increase cost
- (b) Maximize profits
- (c) Attract and retain talent
- (d) Reduce workforce

(1.2) Talent management process includes (CO1, K1)

1

- (a) Acquisition
- (b) All of the above
- (c) Development
- (d) Retention

(1.3) Employee mindset refers to:(CO2, K1)

1

- (a) Salary structure
- (b) Job title
- (c) Attitudes and beliefs
- (d) Work hours

(1.4) Skills are important for: (CO2, K2)

1

- (a) Reducing workforce
- (b) Salary decisions
- (c) Performance improvement
- (d) Termination

(1.5) Talent acquisition differs from recruitment because it is: (CO3, K2)

1

- (a) Strategic and long-term
 - (b) Temporary
 - (c) Random
 - (d) Cost-focused
- (1.6) Use of AI in hiring improves: (CO3, K2) 1
- (a) Efficiency
 - (b) Randomness
 - (c) Bias
 - (d) Error
- (1.7) Employee engagement means: (CO4, K1) 1
- (a) Employee exit
 - (b) Lack of interest
 - (c) Emotional commitment to work
 - (d) Low productivity
- (1.8) Extrinsic rewards include: (CO4, K1) 1
- (a) Motivation
 - (b) Bonus and incentives
 - (c) Job satisfaction
 - (d) Learning
- (1.9) HR metrics are used to: (CO5, K1) 1
- (a) Ignore employees
 - (b) Increase turnover
 - (c) Reduce data
 - (d) Measure HR performance
- (1.10) Prescriptive analytics suggests: (CO5, K2) 1
- (a) What happened
 - (b) Why happened
 - (c) What will happen
 - (d) What should be done

2. Attempt all parts:-

- (2.1) Explain onboarding in talent management. (CO1, K2) 2
- (2.2) State importance of modelling excellence. (CO2, K1) 2
- (2.3) Explain use of technology in talent acquisition. (CO3, K2) 2
- (2.4) Explain retention in SMR model. (CO4, K2) 2
- (2.5) State role of digital transformation in HR. (CO5, K1) 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 how talent management builds competitive advantage. (CO1, K2) 6

Answer any one of the following:-

(3.3)	Explain the Concept of Talent Management. and Describe steps in talent management process. (CO2, K2)	6
(3.4)	Explain link between knowledge, values and skills. (CO2, K2)	6
Answer any one of the following:-		
(3.5)	Explain characteristics of high performance workforce. (CO3, K2)	6
(3.6)	Explain employer branding in talent acquisition. (CO3, K2)	6
Answer any one of the following:-		
(3.7)	Describe Talent Retention strategies and Explain the importance of talent retention. (CO4, K2)	6
(3.8)	Explain intrinsic and extrinsic rewards with appropriate Example. (CO4, K2)	6
Answer any one of the following:-		
(3.9)	Explain relationship between analytics and decision making and give suitable example. (CO5, K2)	6
(3.10)	Explain the importance of data-driven HR decisions by discussing how data analytics enhances accuracy, reduces bias, and improves strategic workforce planning in modern organizations. (CO5, K2)	6
<u>SECTION-C</u>		50
4. Answer any <u>one</u> of the following:-		
(4.1)	Evaluate the role of talent management in organizations by examining how it contributes to workforce planning, employee engagement, and long-term sustainability. (CO1, K5)	10
(4.2)	Evaluate different talent retention practices used by organizations, and examine how these practices influence employee satisfaction, loyalty, and organizational performance. (CO1, K5)	10
5. Answer any <u>one</u> of the following:-		
(5.1)	Analyze the relationship between employee mindset and productivity, supported by relevant theories and examples. (CO2, K4)	10
(5.2)	Evaluate the role of workforce planning in ensuring organizational efficiency and long-term sustainability. (CO2, K5)	10
6. Answer any <u>one</u> of the following:-		
(6.1)	Analyze succession planning strategies and explain how they ensure leadership continuity and organizational sustainability. (CO3, K4)	10
(6.2)	Evaluate the impact of talent acquisition practices on organizational performance and competitive advantage. (CO3, K5)	10
7. Answer any <u>one</u> of the following:-		
(7.1)	Analyze the structure of compensation in organizations, including components such as fixed pay, variable pay, benefits, and incentives, and their role in attracting and retaining talent. (CO4, K4)	10
(7.2)	Critically evaluate the performance management system in organizations, focusing on its role in employee development, feedback, and alignment with organizational goals. (CO4, K5)	10
8. Answer any <u>one</u> of the following:-		

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|-------|--|----|
| (8.1) | Develop a comprehensive retention and reward framework for an organization that aligns employee goals with organizational objectives and ensures long-term sustainability. (CO5, K6) | 10 |
| (8.2) | Evaluate future trends in talent management, such as AI-driven recruitment, remote workforce management, and continuous learning systems. (CO5, K5) | 10 |

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