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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 (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) | Training is included in _____. (CO1, K2) | 1 |
| | (a) Talent development | |
| | (b) Termination | |
| | (c) Recruitment only | |
| | (d) Payroll | |
| (1.2) | Talent management contributes to _____. (CO1, K2) | 1 |
| | (a) Long-term sustainability | |
| | (b) Short-term profits only | |
| | (c) Random decisions | |
| | (d) Cost reduction only | |
| (1.3) | The first step in talent management planning is _____. (CO2, K1) | 1 |
| | (a) Workforce analysis | |
| | (b) Training | |
| | (c) Exit | |
| | (d) Payroll | |
| (1.4) | Knowledge management helps in _____. (CO2, K2) | 1 |
| | (a) Data loss | |
| | (b) Confusion | |
| | (c) Low productivity | |
| | (d) Sharing expertise | |
| (1.5) | High performance workforce means _____. (CO3, K1) | 1 |

- (a) Unskilled staff
 - (b) Temporary staff
 - (c) Low productivity
 - (d) Highly efficient employees
- (1.6) Onboarding refers to _____. (CO3, K1) 1
- (a) Integrating new employees
 - (b) Firing employees
 - (c) Promotion
 - (d) Exit
- (1.7) High turnover indicates _____. (CO4, K2) 1
- (a) Poor retention
 - (b) High engagement
 - (c) Strong culture
 - (d) High satisfaction
- (1.8) Intrinsic rewards are _____. (CO4, K1) 1
- (a) Bonus
 - (b) Salary
 - (c) Incentives
 - (d) Internal satisfaction
- (1.9) Remote work is an example of _____. (CO5, K2) 1
- (a) Traditional HR
 - (b) Manual work
 - (c) Modern HR trend
 - (d) Offline work
- (1.10) Turnover rate measures _____. (CO5, K2) 1
- (a) Performance
 - (b) Productivity
 - (c) Satisfaction
 - (d) Employee exits

2. Attempt all parts:-

- (2.1) State the role of talent management in organizations. (CO1, K2) 2
- (2.2) Explain employee mindset. (CO2, K2) 2
- (2.3) State one difference between recruitment and talent acquisition. (CO3, K2) 2
- (2.4) Give the importance of employee engagement. (CO4, K2) 2
- (2.5) Define global talent management. (CO5, K2) 2

SECTION-B

30

Answer any one of the following:-

- (3.1) Explain the concept and scope of talent management. (CO1, K2) 6
- (3.2) List down consequences of failure in managing talent in organizations. (CO1, K2) 6

Answer any one of the following:-

(3.3)	Explain steps in talent management planning process. (CO2, K2)	6
(3.4)	Differentiate between growth and fixed mindset with examples. (CO2, K4)	6
Answer any one of the following:-		
(3.5)	Describe different types of training conducted in modern organizations. (CO3, K2)	6
(3.6)	Explain succession planning and its process and importance. (CO3, K2)	6
Answer any one of the following:-		
(3.7)	Design a competitive compensation package for retaining talent. Discuss each component in detail. (CO4, K6)	6
(3.8)	Explain strategies for employee retention, giving suitable examples from the corporate. (CO4, K2)	6
Answer any one of the following:-		
(3.9)	Analyze the role of technology in talent management. (CO5, K4)	6
(3.10)	Illustrate the relationship between HR metrics and performance. (CO5, K3)	6
<u>SECTION-C</u>		50
4. Answer any <u>one</u> of the following:-		
(4.1)	Evaluate the key objectives of talent management and assess their impact on organizational performance, particularly in entrepreneurial ventures operating in dynamic and uncertain environments. (CO1, K5)	10
(4.2)	Develop a comprehensive talent management framework that integrates entrepreneurial principles such as innovation, flexibility, and scalability. (CO1, K6)	10
5. Answer any <u>one</u> of the following:-		
(5.1)	Analyze talent identification and development processes, highlighting tools and techniques used to build a strong talent pipeline. (CO2, K4)	10
(5.2)	Assess the concept of modelling excellence in organizations and its role in setting performance benchmarks and best practices. (CO2, K4)	10
6. Answer any <u>one</u> of the following:-		
(6.1)	Compare recruitment and talent acquisition with relevant examples, emphasizing their differences in scope, strategy, and application in startups versus established firms. (CO3, K4)	10
(6.2)	Evaluate the effectiveness of e-recruitment systems in modern organizations, particularly in digital-first and startup environments. (CO3, K5)	10
7. Answer any <u>one</u> of the following:-		
(7.1)	Analyze the SMR (Satisfaction–Motivation–Retention) model and explain its significance in improving employee engagement and retention. (CO4, K4)	10
(7.2)	Discuss the reasons for employee turnover, suggest strategies for reducing employee turnover and their impact on organizational performance. (CO4, K4)	10
8. Answer any <u>one</u> of the following:-		
(8.1)	Analyze the role of talent analytics in organizations and how data-driven insights enhance recruitment, development, and retention decisions. (CO5, K2)	10
(8.2)	Evaluate cross-cultural workforce challenges and suggest strategies to manage diversity effectively. (CO5, K5)	10