

responsibilities. (CO2)

- (a) Appraisal
- (b) Reward
- (c) Increment
- (d) Promotion

1-e. _____ is a common reason for the failure of talent management initiatives. (CO3) 1

- (a) Alignment with organizational goals
- (b) Clear communication of objectives
- (c) Neglecting to develop employees' skills
- (d) Proactive succession planning

1-f. _____ expresses the relationship of applicant inputs to outputs at various decision points. (CO3) 1

- (a) Number of contacts
- (b) Yield Ratios
- (c) Type of contacts
- (d) Technological sophistication

1-g. Compensation is reward to the employee for their _____. (CO4) 1

- (a) Performance
- (b) Work
- (c) Contribution to organization
- (d) Smartness

1-h. _____ refers to non-monetary benefits offered and provided to employees in lieu of the services provided by them to the organization. (CO4) 1

- (a) Direct Compensation
- (b) Indirect Compensation
- (c) Performance compensation
- (d) None of the above

1-i. Human resources audit is a systematic _____ of different HRD functions. (CO5) 1

- (a) Maintenance and judgement
- (b) Control and observation
- (c) Survey and analysis
- (d) Analysis and survey

1-j. The art of valuing, recording and presenting the value of human capital of an organization in an systematic manner is known as _____. (CO5) 1

- (a) Human Resource Accounting
- (b) Human Resource Management
- (c) Human Resource
- (d) Human Resource Audit

2. Attempt all parts:-
- 2.a. Discuss the role of manpower planning in recruitment. (CO1) 2
- 2.b. List the various methods of data collection for Job Analysis. (CO2) 2
- 2.c. Define Stress Management. (CO3) 2
- 2.d. Define Voluntary Turnover. (CO4) 2
- 2.e. State the Emerging Trends in HR for retention of employees. (CO5) 2

SECTION-B

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3. Answer any five of the following:-

- 3-a. Explain the organizational issues in Talent Management. (CO1) 6
- 3-b. Discuss the role of talent management in building sustainable competitive advantage to a firm. (CO1) 6
- 3-c. Design a JD & JS for a sales man of any organization. (CO2) 6
- 3-d. Write a brief note on strategic recruitment decisions and types of recruitment. (CO2) 6
- 3.e. Describe various sources of employee recruitment. (CO3) 6
- 3.f. Define the various components of Total Rewards. (CO4) 6
- 3.g. Define the steps involved in HR Accounting. (CO5) 6

SECTION-C

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4. Answer any one of the following:-

- 4-a. Discuss Current Organizational Practices for identifying and evaluating High-Potential Employees. (CO1) 10
- 4-b. Describe the strategies organizations implement to effectively balance the goals of talent management with the needs and aspirations of individual employees. (CO1) 10

5. Answer any one of the following:-

- 5-a. Analyze the various factors that affect Human resource planning. Also, list the strategies employed by the world leading corporations for forecasting their manpower requirements. (CO2) 10
- 5-b. Discuss the impact of contemporary technology, such as the Internet on classic employment analysis methods. (CO2) 10

6. Answer any one of the following:-

- 6-a. List out various stages and steps in the Recruitment and Selection Process. (CO3) 10
- 6-b. Discuss Employee Engagement activities followed in the various organizations and explain their benefits. (CO3) 10

7. Answer any one of the following:-

- 7-a. Explain the strategic compensation plan for talent engagement, and how does it differ from traditional compensation approaches in fostering employee motivation and retention. (CO4) 10
- 7-b. Explain what strategies can individuals use to assess their career progress and 10

make adjustments to their career plans as needed through career management.
(CO4)

8. Answer any one of the following:-

- 8-a. Discuss the concept, significance and application of Human Resource Information Systems (HRIS). (CO5) 10
- 8-b. Explain the concept, need and scope of HR Audit. Describe the essential steps in the auditing. (CO5) 10

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