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(An Autonomous Institute Affiliated to AKTU, Lucknow)											
MBA											
SEM: IV - THEORY EXAMINATION (2023 - 2024 ) Subject: Talent Management											
Tim	e: 3 F	Subject. Talent N Hours	ianageme.	111			Ī	Max.	. Ma	arks	s: 100
		structions:					_			<b>V</b>	
IMP:	Verify	y that you have received the question pap	per with the	e cor	rect o	cour	se, o	code,	, bra	ınch	etc.
		stion paper comprises of three Sections	-A, B, & C	. It c	onsis	ts of	fMu	ıltipl	e Ch	ıoic	e
		MCQ's) & Subjective type questions.	: . 1.4 1.	1 -		<i>C</i>	. 1		•		
		n marks for each question are indicated of your answers with neat sketches wherev	U		rae o	ј еа	cn q	iuest	ion.		
		ruitable data if necessary.	ver necessu	ır y.							
		ly, write the answers in sequential order.	•								
		should be left blank. Any written materia	al after a b	lank .	sheet	will	l noi	t be			
evaluc	ited/cl	hecked.									
	TON										20
SECT											20
1. Atte	•	all parts:-									
1-a.		the process in which the employees are e	-						. ,		1
	or	rganization for the maximum period of the control o	ime or unti	I com	ipieti	on c	of th	e pro	oject	. 1S	
	(a)										
		Career planning	<b>\</b>								
	(b)	Employee engagement  Employee Petention									
	(c)	Employee Retention Turnover									
1 1.	(d)		a	: :.	.1	_1	4	1:1	ملم	1	1
1-b.	of	refers to the process of identifying f qualified job applicants. (CO1)	and attract	ing jo	ob see	eker	s to	DUII	зар	)001	1
	(a)	Selection Selection									
	(a) (b)	Training									
	(c)	Recruitment									
	(d)	Induction									
1-c.	(u)	provides necessary information	for Job Ex	,a111a1	tion	(CO)	2)				1
1-0.	(a)	Job Enrichment	1101 300 121	aruai	non.	(CO	<i>'</i>				1
	(a)										
	(b)	Job Description									
	(c)	Job Ranking Job Enlargement									
1 .1	(d)	Job Enlargement			ha	. c.f		1 1			1
1-d.	A	An is considered to be a very	erticai mov	e in 1	terms	6 OI 1	rank	and			1

	re	esponsibilities. (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.	de	expresses the relationship of applicant inputs to outputs at various ecision points. (CO3)	1
	(a)	Number of contacts	
	(b)	Yield Ratios	
	(c)	Type of contacts	
	(d)	Technological sophistication	
1-g.	C	ompensation is reward to the employee for their (CO4)	1
	(a)	Performance	
	(b)	Work	
	(c)	Contribution to organization	
	(d)	Smartness	
1-h.	- th	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.	Н	uman 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.		he art of valuing, recording and presenting the value of human capital of an rganization 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. Atter	mpt 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
<b>SECTI</b>	ON-B	30
3. Ansv	wer any <u>five</u> 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
<b>SECTI</b>	ON-C	50
4. Ansv	ver any <u>one</u> 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. Answ	wer any <u>one</u> 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. Ansv	wer any <u>one</u> 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. Answ	ver 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 10 Systems (HRIS). (CO5)
- 8-b. Explain the concept, need and scope of HR Audit. Describe the essential steps in the auditing. (CO5)

