

--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

NOIDA INSTITUTE OF ENGINEERING AND TECHNOLOGY, GREATER NOIDA

(An Autonomous Institute Affiliated to AKTU, Lucknow)

MBA - IEV

SEM: II - THEORY EXAMINATION (2023 - 2024)

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-a. A key characteristic of a talent-friendly culture is: (CO1) 1
- (a) Inflexible policies
  - (b) Open communication channels
  - (c) Hierarchical decision-making
  - (d) Strict dress code
- 1-b. Talent-friendly organizations encourage innovation by: (CO1) 1
- (a) Punishing failure
  - (b) Encouraging risk-taking
  - (c) Restricting creativity
  - (d) Limiting resources
- 1-c. The process of identifying the specific skills, experience, and qualifications required for a job is called: (CO2) 1
- (a) Talent assessment
  - (b) Job analysis
  - (c) Competency mapping
  - (d) Workforce planning
- 1-d. This tool is most commonly used to determine the duties and responsibilities of a position. (CO2) 1
- (a) Job specification
  - (b) Job analysis
  - (c) Competency mapping
  - (d) Workforce planning
- 1-e. What is a characteristic of an effective performance assessment system? (CO3) 1
- (a) Subjective and biased

- (b) Inconsistent and sporadic
- (c) Focused on personal preferences
- (d) Objective and transparent
- 1-f. Which activity is part of an effective performance assessment process? (CO3) 1
- (a) Ignoring employee achievements
- (b) Decreasing communication with employees
- (c) Implementing rigid job roles
- (d) Setting clear and measurable goals for employees
- 1-g. Which organizational aspect is often cited as a reason for talent departure? (CO4) 1
- (a) Strong company culture
- (b) Flexible working hours
- (c) Limited career advancement opportunities
- (d) Generous employee benefits
- 1-h. What is a leading cause of talent departure among millennials? (CO4) 1
- (a) Lack of job stability
- (b) Disinterest in company mission
- (c) Inadequate work-life balance
- (d) Insufficient salary
- 1-i. A common metric for evaluating talent contribution is: (CO5) 1
- (a) Employee tenure
- (b) Cost per hire
- (c) Return on investment (ROI)
- (d) Job satisfaction
- 1-j. Measuring talent contribution can help in: (CO5) 1
- (a) Budgeting
- (b) Strategic planning
- (c) Product development
- (d) Marketing strategies
2. Attempt all parts:-
- 2.a. Discuss some opportunities employees may use to showcase their talents in an organization. (CO1) 2
- 2.b. Define manpower planning. (CO2) 2
- 2.c. Discuss the relationship between manpower planning & recruitment. (CO3). 2
- 2.d. Discuss 360 degree performance appraisal process. (CO4) 2
- 2.e. "Fostering a sense of belonging improve employee retention." Discuss (CO5) 2

### SECTION B

**30**

3. Answer any five of the following:-

- 3-a. Discuss performance appraisal as a method used to identify suitable talents among employees. (CO1) 6
- 3-b. Discuss salient features of 360 degree appraisal. (CO1) 6
- 3-c. Suggest some strategies to attract top talent in a competitive market. (CO2) 6

3-d.	Discuss the succession planning and highlight its importance. (CO2)	6
3.e.	Discuss any one method used for Competency Mapping. (CO3)	6
3.f.	Mention some important factors which may influence an employee to leave an organization. (CO4)	6
3.g.	Discuss the key factors influencing the measurement of talent contributions. (CO5)	6

### SECTION C

**50**

4. Answer any one of the following:-

4-a.	According to you which one is more important today; a knowledge worker or talent worker. Support your opinion with suitable examples. (CO1)	10
4-b.	"Creativity plays an important role in the work of knowledge workers." Discuss. (CO1)	10

5. Answer any one of the following:-

5-a.	Discuss key steps involved in the process of competency mapping within an organization. (CO2)	10
5-b.	Discuss any one method to identify core competencies required for a role within organization. (CO2)	10

6. Answer any one of the following:-

6-a.	Discuss the key objectives of performance management system in organizations. (CO3)	10
6-b.	Discuss the importance of alignment of goals/objectives of individual employee and organization. (CO3)	10

7. Answer any one of the following:-

7-a.	Discuss some effective employee engagement activities. (CO4)	10
7-b.	Discuss some effective strategies to retain employees. (CO4)	10

8. Answer any one of the following:-

8-a.	Discuss the role talent can play in organizational success today. (CO5)	10
8-b.	Examine the future challenges of talent management and propose actionable solutions. (CO5)	10

REG. MAY 2024