

**MASTER OF BUSINESS ADMINISTRATION  
FOURTH SEMESTER  
TALENT MANAGEMENT  
MBA-404B**

Duration : 3 hrs.

Full Marks: 70

**[ PART-A: Objective ]**

Time : 20 min.

Marks : 20

*Choose the correct answer from the following:*

1X20=20

1. Some organizations targeting high potential individuals and attracting & developing them has become the main priority & it is known as \_\_\_\_\_.
  - a. Targeting jobs
  - b. Targeting high potential individuals
  - c. Targeting middle level management
  - d. Targeting top level management
2. Which is not an objective of Talent Management?
  - a. To achieve –the culture of competition
  - b. To get employee engagement
  - c. To get employee retention
  - d. To get increased productivity
3. Which is not a component of traditional understanding of talent management?
  - a. Training & Development
  - b. Skill Inventories
  - c. Well defined Roles & responsibility
  - d. Performance Management
4. The importance of talent management which helps to plan for businesses and general changes that includes older workforce and future skill shortage is known as \_\_\_\_\_.
  - a. Leadership Development
  - b. Performance Appraisal
  - c. Retention
  - d. Workforce Planning
5. Which is true with Talent Management?
  - a. The key enabler of any organization must be very talented.
  - b. Talent drives performance
  - c. The quality of the people is the last true competitive differentiator
  - d. All the above
6. Which cannot be a reason behind employee dissatisfaction?
  - a. Gap between organizational goals & individual Goals.
  - b. Good management system
  - c. Non-fulfillment of personal goals
  - d. Better opportunities outside
7. Which building block of Talent Management talks about Keepers & Super-keepers?
  - a. Performance Management
  - b. Evaluating employee potential
  - c. Competency
  - d. None above
8. \_\_\_\_\_ Competency type is the key indicators to show how an individual approaches his/ her work, such as communication skills or team member skills.



- a. Generic  
c. Technical
- b. Managerial  
d. Behavioural
9. The ability of a person to perform a certain level of physical or mental tasks is known as \_\_\_\_\_.
- a. Skill  
c. Self Concept
- b. Attitude  
d. None above
10. Which is not a primary principles of Talent Management?
- a. An integrated approach within HR  
c. Integrating people processes into standard business processes
- b. Shifting responsibility to no one  
d. Measuring success with productivity
11. Which is/are the essentials of Talent Management Process?
- a. Assuring development and stability of leadership  
c. Both a & b
- b. planning to ensure long-term strategic development and deployment  
d. None above
12. In which stage of Talent management stages the ' Evaluate the process and if required gather feedback to improve the process' comes?
- a. Prepare employees  
c. Identify Talent
- b. Manage Talent  
d. None above
13. In which stage of Talent management stages the 'Performing talent review meetings at the executive level' comes?
- a. Identify Talent  
c. Prepare employees
- b. Manage Talent  
d. None above
14. Talent development strategy can be achieved with the help of-
- a. Learning through experience  
c. Through Formal learning programs
- b. Learning through others/observation  
d. All the above
15. Which is not an element of Talent Retention strategy?
- a. Clear goals, targets and expectations.  
c. Balanced work environment
- b. Education system of the country  
d. Track performance goals & provide analysis
16. Which is the 3rd step of Talent Selection Strategy?
- a. Assess candidate  
c. Behavioral Interviewing
- b. Job Benchmark  
d. Compare Job & Talent
17. \_\_\_\_\_ considers talent in terms of both competence required and a capacity for attracting them.
- a. Talent Alignment strategy  
c. Talent Development strategy
- b. Talent Selection strategy  
d. Talent Retention strategy

18. Which are the various types of retention approaches in an organization?
- a. Conversation
  - b. General meetings
  - c. Command & Order
  - d. Update
19. Which approach of Talent Engagement refers the level to which employee's respect, enjoy and believe in their jobs, managers, teams and organizations.
- a. Physical energy
  - b. Emotional motivation
  - c. Intellectual motivation
  - d. None above
20. Which cannot be a strategy to improve employee retention?
- a. Consider the benefits
  - b. Promote Learning
  - c. Have some fun
  - d. Be rigid



**( PART-B : Descriptive )**

Time: 2 HRS 40 MINS

Marks : 50

[ Answer question no.(1) & any four (4) from the rest ]

1. Define 'Talent' & 'Talent Management'. Briefly explain the requirements of Talent Management. Write growing trends in strategic Talent Management 1+1+4+4=10
2. Write two scopes of Talent Management. Explain the Importance of Talent Management. 'The key enabler of any organization must be very talented' -Justify. 2+4+4=10
3. Define 'Competency' & 'Competency Based Interview'. Mention the types of people related to Competency. Explain various categories of Competency. 1+1+2+6=10
4. What do you understand by evaluating employees' performance and potential? Explain the objectives of effective employee evaluation process. Also explain the effective measures for Human Resource Manager to hire and retain talents in the organization 2+4+4=10
5. What is Talent Management Process? Explain the Talent Management Process of an organization. Write the benefits of Talent Management Process. 1+6+3=10
6. What do you understand by 'Talent Management strategy'. Explain all different types of Talent Management strategy usually adopted in an organization. 2+8=10
7. How one can design and develop efficiently a Talent Management Strategy? Mention a few issues and challenges associated with Talent Management. "Overcoming HR issues in Talent Management is very important and need to do properly" -Justify. 4+2+4=10
8. What is Employee/talent Engagement? Explain the behaviour of properly engaged employee. Write various approaches of Talent Engagement. Explain shortly any three factors that influence Employee engagement & Talent Retention in an organization. 1+3+3+3=10

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