

MASTER OF BUSINESS ADMINISTRATION
FOURTH SEMESTER
TALENT MANAGEMENT
MBA – 404B

**SET
B**

[USE OMR SHEET FOR OBJECTIVE PART]

Duration: 3 hrs.

Full Marks: 70

Time: 30 mins.

(Objective)

Marks: 20

Choose the correct answer from the following:

1 × 20 = 20

1. _____ is the formal entry of the selected candidates into the organization.
 - a. Induction
 - b. Training
 - c. Capability Development
 - d. Performance
2. Create planning materials such as project plan and a communication plan come in _____ stage.
 - a. Identify employees
 - b. Prepare employees
 - c. Recognise employees
 - d. Manage employees
3. In which stage of Talent Management, activities like 'intimate the results of the talent review meetings and analysis to employees' comes?
 - a. Stage I
 - b. Stage II
 - c. Stage III
 - d. Stage IV
4. Putting the right person in the right job is the key to the success of any business and it comes under _____ strategy.
 - a. Talent Retention
 - b. Talent Reward
 - c. Talent Recognition
 - d. Talent Selection
5. Which is the 3rd step of Talent Selection Strategy?
 - a. Assess candidate
 - b. Job Benchmark
 - c. Behavioral Interviewing
 - d. Compare Job & Talent
6. Which is the second stage of Talent Management?
 - a. Identify employees
 - b. Prepare employees
 - c. Manage employees
 - d. Recognise employees
7. Which is not a factor that influences employee engagement & retention?
 - a. A culture of respect
 - b. Fair and proper reward
 - c. positive feedback and mentoring
 - d. Unclear job expectations
8. Which is not a type of Retention approach?
 - a. Conversation
 - b. Updates
 - c. Quality
 - d. General Meetings

9. Allow the members to contribute in decision making or give them a chance to openly raise their voice for their needs, interests and opinions is known as _____.
 - a. Involvement
 - b. Ownership
 - c. Productivity
 - d. Benefits
10. Which cannot be a strategy to improve employee retention?
 - a. Be rigid
 - b. Offer a variety of tasks
 - c. Promote Learning
 - d. Have some fun
11. Existing candidates are measured or evaluated according to organizational need & it is known as _____.
 - a. Internal source of Talent Management
 - b. External source of Talent Management
 - c. Both
 - d. None above
12. Which element is not there in traditional approach of Talent Management?
 - a. Training & Development
 - b. Skill Inventories
 - c. Organizational structure
 - d. Performance Management
13. _____ does not come under the Significance of successful Talent Management Practices.
 - a. The quality of the people is the last true competitive differentiator
 - b. Talent drives performance
 - c. The key enabler of any organization must be very talented.
 - d. Business policy influences the organizational effectiveness
14. Some organizations targeting high potential individuals and attracting & developing them has become the main priority & it is known as _____.
 - a. Targeting high potential individuals
 - b. Targeting jobs
 - c. Targeting middle level management
 - d. Targeting top level management
15. Motivation, proper compensation and admiration will keep the employee's spirit alive and encourage them to perform better & it is known as _____.
 - a. Provide learning opportunities
 - b. Recognition of performance
 - c. Keep up the promises
 - d. Hire right people
16. _____ are the employees whose competency levels and performance greatly exceed expectations.
 - a. Keepers
 - b. Superkeepers
 - c. Both of them
 - d. None above
17. Information that a person has in certain specific areas is called _____.
 - a. Motives
 - b. Traits
 - c. Knowledge
 - d. Moral
18. _____ is the process of communicating the results of the performance appraisal to the person whose performance was measured.
 - a. Performance appraisal
 - b. Performance Review
 - c. Performance evaluation
 - d. None of the above

19. Which is not a component of recruiting & retaining superkeepers in an organisation?
- a. Compensation package
 - b. Personal touch
 - c. Advertisement
 - d. Commitment
20. Which is not a primary principle of Talent Management?
- a. An integrated approach within HR
 - b. Measuring success with productivity
 - c. Integrating people processes into standard business processes
 - d. Shifting responsibility to outsider

(Descriptive)

Time : 2 Hr. 30 Mins.

Marks : 50

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

1. Define *Talent & Talent Management*. Write the Need Talent Management practices. Explain the Importance of Talent Management. 2+3+5=10
2. a) Explain growing trends in strategic Talent Management. 5+5=10
b) "There exist some Talent Management requirements"- Justify
3. Mention four building blocks of Talent Management System. Explain various categories of Competency. Write various reasons behind employee dissatisfaction in an organisation. 2+5+3=10
4. What do you understand by Evaluating employee performance? Mention various components of Performance Evaluation. "There exist some objectives of effective employee evaluation process."- explain 2+3+5=10
5. Define Talent Management Process. Explain various steps of Talent Management Process. Mention various benefits of Talent Management Process. 1+6+3=10
6. a) Explain various activities of stages of Talent Management come under Stage II -Identify Talent. 5+5=10
b) Explain how Talent Management Strategy can be designed & developed.
7. What do you understand by Talent Management Strategy? Explain different types of Talent Management Strategy usually adopted in an organisation. 2+8=10
8. Define Talent Engagement. Explain various objectives of Talent Engagement. Write the behaviour of properly engaged employees. Mention various approaches of Talent Engagement. 1+5+2+2=10

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