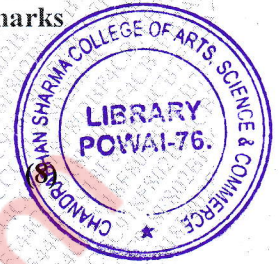


2½ Hours

75 marks

Note: All questions are compulsory



1. a. Choose the correct alternative (Any Eight)

1. The word "talent management" was coined by _____ following a 1997 study.
(i. McKinsey & Company, ii. Philip Kotler, iii. Michael Porter)
2. There exists a typical _____ shaped Curve for each job function in any organization
(i. U, ii. S, iii. Bell)
3. _____ approach is based on the basic premise that every individual is talented
(i. Exclusive, ii. Inclusive iii. Integrated)
4. Process of talent management information strategy begins with framing a _____
(i. Project Statement, ii. Budget, iii. Schedule)
5. _____ includes who will be responsible for inputting data into the system, who will be responsible for design changes to the system, and who will be permitted to view the reports
(i. Management Plan, ii. Schedule iii. Evaluation Sheet)
6. The two main types of psychometric assessment are aptitude tests and _____ tests
(i. Intelligence, ii. Achievement, iii. Attitude)
7. The assessment centre methodology involves _____ observation to evaluate performance and growth potential of candidates relative to specified job attributes.
(i. Situational, ii. Incidental, iii. Analytical)
8. For the hiring portion of talent management, a good technology to use is _____
(i. Spread Sheet, ii. Data Flow Chart, iii. Applicant Tracking System)
9. _____ provides the basis for determining whether desired outcomes are realistic based on time, money and human resources available to achieve them.
(i. Gap analysis, ii. Project Statement, iii. Process Flow)
10. The third sense of self could be called the _____ self; the part of one selves we are at ease with, despite or regardless of external values in the past or current world.
(i. Negative, ii. Positive, iii. Unconditional)

1. b. State whether True or False (Any Seven)

(7)

1. Talent management is also known as Human Capital Management
2. Succession planning process is affected by the demographic factors
3. Talent management can contribute in raising the conflicts between HR and management by not reaching to proper agreement or consensus.

4. The training provided to the employees link to the success of the organisation as it leads to overall development
5. Talent management facilitates an organization to save on the recruitment and performance management costs in the long run
6. Talent management activities are independent and can happen in isolation
7. Job competencies are not the same as job task.
8. Inclusive approach to talent management is very cost-effective as the scope of providing training and career enhancement tools is narrow.
9. It is hard to forecast talent demands for future business needs
10. Competency models are exclusive of technical competencies

2. a. Define talent management. Explain its need and significance in organizations today (8)

2. b. Discuss the Talent Value Chain (7)

OR

2. p. What do you mean by talent gap? Explain the strategies to fill the gaps (8)

2. q. Discuss the role played by the HR in Talent Management (7)

3. a. Explain the concept of Talent Management Life Cycle. Discuss its process (15)

OR

3. p. "To ensure the most effective talent management system one must adopt best practices"
Comment (8)

3. q. Explain the key elements of talent management systems (7)

4. a. Explain the ethical and legal obligations associated with talent management (8)

4. b. Discuss the contemporary talent management issues (7)

OR

4. p. Explain the challenges in talent management (8)

4. q. Discuss five step process to Talent Management Information Strategy (7)

5. a. What is competence? Discuss the common types of competence (8)

5. b. Discuss the Iceberg Model of Competency (7)

OR

5. q. Write Short Notes on (Any 3) (15)

i. History of Talent Management

ii. Competency Mapping

iii. Talent Management Information System (TMIS)

iv. Talent Management in India

v. Competence v/s Competency
