

MASTER OF BUSINESS ADMINISTRATION
FOURTH SEMESTER
TALENT MANAGEMENT
MBA – 404(B)
[USE OMR FOR OBJECTIVE PART]

2025/06

**SET
A**

Duration: 3 hrs.

Full Marks: 70

Time: 30 min.

Marks: 20

1×20=20

(Objective)

Choose the correct answer from the following:

1. Which element is not there in traditional approach of Talent Management?
 - a. Hiring & Succession Planning
 - b. Training & Development
 - c. Customer Feedback
 - d. Skill Inventories
2. Which is not a significance of successful Talent Management practice ?
 - a. The key enabler of any organization must be very talented.
 - b. Physical Infrastructure drives success.
 - c. The quality of the people is the last true competitive differentiator
 - d. Talent drives performance
3. "Targeting high potential individuals" in Talent Management means -----
 - a. To identify the individuals who has the high potential and then attract & train them.
 - b. To identify the types of jobs' position that will be the focus of TM.
 - c. Both of them
 - d. None above
4. 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. Third party source of Talent Management
 - d. Both a & b
5. Top organizations rely on Talent Management solutions and services to assess, acquire, develop and _____ talent with business objectives.
 - a. Feedback
 - b. Bonus
 - c. Fire
 - d. Align
6. Which is true with Building Blocks of Talent Management?
 - a. Performance Management
 - b. Recruiting Super keepers
 - c. Evaluating employee potential
 - d. All the above

7. Which can not be a reason behind employee dissatisfaction?
 - a. Unfriendly working atmosphere
 - b. Good management system
 - c. Poor compensation package
 - d. Better opportunities outside
8. Motivation, _____, and admiration will keep the employees' spirit alive and encourage them to perform better.
 - a. Poor-compensation
 - b. Proper-compensation
 - c. Discouragement
 - d. Punishment
9. _____ are the physical characteristics of a person and consistent response to a particular situation or information.
 - a. Motives
 - b. Knowledge
 - c. Skill
 - d. Traits
10. _____ is a process where in employees work by putting in more efforts as their morals and interests are associated with that of the organisation.
 - a. Talent Engagement
 - b. Talent Retention
 - c. Both of them
 - d. None above
11. In which stage of Talent management stages the task like 'Evaluating the process and if required gather feedback to improve the process' comes?
 - a. Prepare employees
 - b. Identify Talent
 - c. Manage Talent
 - d. Both a & b
12. In which stage of Talent management stages the task like 'allocating appropriate resources to the Project' comes?
 - a. Identify Talent
 - b. Manage Talent
 - c. Prepare employees
 - d. None above
13. _____ is a very important function which enables the managers and individuals to spot the right candidate for the position?
 - a. Induction planning
 - b. Succession Planning
 - c. Man-power Planning
 - d. Job Planning
14. How many steps are there in the Stage -I of Talent Management?
 - a. 5 steps
 - b. 6 steps
 - c. 7 steps
 - d. 8 steps
15. Which is not an element of Talent Development Strategy?
 - a. Learning through experience
 - b. Learning through others
 - c. Formal learning Program
 - d. Assess c superiors

16. _____ is the level to which employee's respect, enjoy and believe in their jobs, managers, teams and organizations.
- Physical Energy
 - Emotional motivation
 - Intellectual motivation
 - Physical motivation
17. Which is not a component of Talent Selection Strategy?
- Jo Benchmark
 - Production Interview
 - Assess Candidates
 - Compare Job & Talent
18. Which is not an element of Talent Retention Strategy?
- Clear goals, targets and expectations
 - Fair evaluation of performance
 - Unbalanced work environment
 - Compensation to maintain a decent lifestyle
19. Which is an approach of Talent Engagement?
- Physical Energy
 - Intellectual motivation
 - Emotional motivation
 - All the above
20. Which are the different types of Retention Strategies?
- Conversations, Updates & General Meetings
 - Conversations, Updates & Ownership
 - Conversations, Updates & Physical energy
 - Physical energy & Intellectual Motivation

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(Descriptive)

Time: 2 hr. 30 mins.

Marks: 50

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

1. Define 'Talent' & 'Talent Management'. Explain any three objectives of Talent Management. Write growing trends in strategic Talent Management. 1+1+3+5=10

2. a. 'There exist some Importance of Talent Management'- Explain those. 5+5=10
b. Explain various requirements of Talent Management.
3. a. Explain various categories of Competencies that are usually available in an organization. 5+5=10
b. Define Keepers & Super-keepers. 'Talent Management organisations must recruit & retain Super-keepers'- explain how organisations can do that successfully.
4. What do you understand by Evaluating Employee Performance? 1+5+4=10
Explain various objectives of Effective Employee Evaluation Process.
Explain four Primary Principles of Talent Management.
5. a. Define Performance Appraisal & Performance Review. Explain various aspects of Performance Review. 5+5=10
b. Mention various steps come under 'Identify Talent' of Talent Management stages
6. Define 'Talent Management Process'. Explain all the steps of Talent Management process usually adopted in an organization. 2+8=10
7. a. Explain how Talent Management Strategy can be designed & developed? 5+5=10
b. Organisations can overcome HR issues- explain how.
8. Define Employee Engagement & Employee Retention. Explain the importance of Talent Retention. Write various key to strong Retention. 1+1+4+4=10

8

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