

MASTER OF BUSINESS ADMINISTRATION
Fourth Semester
TALENT MANAGEMENT
(MBA – 404 B)

Duration: 3Hrs.

Full Marks: 70

Part-A (Objective) =20
Part-B (Descriptive) =50

(PART-B: Descriptive)

Duration: 2 hrs. 40 mins.

Marks: 50

Answer any four from *Question no. 2 to 8*
Question no. 1 is compulsory.

1. Define Talent Management. Discuss the objectives of Talent Management. (3+7=10)
2. Explain the requirements of Talent Management. 'The quality of the employees is the last true competitive differentiator'- Justify. (5+5=10)
3. What are the primary principles of talent management? Also mention the key elements of talent management. (5+5=10)
4. Elucidate the Talent Management System. Highlight the scope of talent management system. (6+4=10)
5. Describe the process of Talent management process. What is the importance of talent management process in the present day organizations? (6+4=10)
6. Discuss the issues and challenges of talent management. Describe the types of talent management strategies. (5+5=10)
7. What do you mean by Talent Engagement? Justify whether talent engagement and employee engagement are same or different. What are the objectives of talent engagement? (2+3+5=10)

8. Define Talent Retention. Write the key to strong Retention. Explain the factors that influence employee engagement and retention in organization. (2+3+5=10)

MASTER OF BUSINESS ADMINISTRATION
Fourth Semester
TALENT MANAGEMENT
(MBA – 404 B)

Duration: 20 minutes

Marks – 20

(PART A - Objective Type)

I. Choose the correct answer:

1×20=20

1. Talent management is a approach that is:
 - i) Reactive
 - ii) Problem solving
 - iii) Proactive
 - iv) Voluntary
2. The first step of talent identification process is:
 - i) Recruitment
 - ii) Determining talent criteria
 - iii) Measuring talent
 - iv) Communicating talent criteria
3. Managerial roles does not include:
 - i) Interpersonal roles
 - ii) Informational roles
 - iii) Decision roles
 - iv) Instructional roles
4. Talent Management is often referred to as:
 - i) Human Capital Management
 - ii) Human Resource Management
 - iii) Human Resource Development
 - iv) Competence Management
5. The four pillars of talent management includes:
 - i) Recruiting
 - ii) Performance Management
 - iii) Compensation Management
 - iv) All the above
6. The 'war for talent' began in:
 - i) Industrial age
 - ii) Agricultural age
 - iii) Knowledge age
 - iv) Information age

7. Talent Management is significant for an organization because:
 - i) The key enabler of any organization is talent.
 - ii) The quality of human resource is the last true competitive differentiator.
 - iii) Talent drives performance.
 - iv) All the above.
8. The process of talent management does not involve:
 - i) Planning
 - ii) Acquiring
 - iii) Accounting
 - iv) Retaining
9. Talent management is related to:
 - i) Succession planning
 - ii) Contingency planning
 - iii) Financial planning
 - iv) None of the above
10. Talent management is a:
 - i) Short term strategy
 - ii) Long term strategy
 - iii) General strategy
 - iv) Tactical strategy
11. For sustaining competitive advantage through Talent management, an organization must:
 - i) Attract talented people
 - ii) Develop talented people
 - iii) Retain talented people
 - iv) All the above
12. The implementation of a talent-focused strategy must start at the:
 - i) Lower level management
 - ii) Middle level management
 - iii) Top level management
 - iv) None of the above
13. Employee turnover has a significant cost for every organizations in terms of:
 - i) Money
 - ii) Productivity
 - iii) Training
 - iv) All the above
14. Employee engagement involves:
 - i) Physical engagement
 - ii) Emotional engagement
 - iii) Cognitive engagement
 - iv) All the above

15. Talent retention elements does not include:
- Knowing expectations at work
 - Resource availability
 - Paying more money
 - Caring attitude
16. Talent management system requires competence in the following major area(s) of leadership and organizational capability:
- Coaching
 - Mentoring
 - Networking
 - All the above
17. The behaviour of a fully engaged employee is characterized by:
- Viewing change as a challenge and opportunity.
 - Performing routine jobs.
 - Working only in their personal comfort zone.
 - Viewing co-workers as competitors.
18. Companies with disengaged employees can be spotted by:
- High productivity
 - High stress level
 - Low absenteeism
 - Low employee turnover
19. The benefits of employee engagement involves:
- Greater production cost.
 - A lower sense of team.
 - Greater alignment with the organization's value.
 - A lower sense of loyalty to the organization.
20. The percentage of employees remaining in the organization is called:
- Turnover
 - Retention
 - Turnover Rate
 - Tenure



University of Science and Technology, Meghalaya

Date Stamp: _____

SESSION: 2016-17																																																																							
COURSE _____ PAPER Code: _____																																																																							
NAME OF THE PAPER: _____																																																																							
SEMESTER _____																																																																							
Instructions to Candidates		<table border="1"> <tr> <td colspan="2" style="text-align: center;">For Objective Type Questions</td> <td>Session: 2016-17</td> </tr> <tr> <td>Page No.</td> <td>Marks</td> <td>Course _____</td> </tr> <tr> <td></td> <td></td> <td>Roll No. _____</td> </tr> <tr> <td></td> <td></td> <td>Enrollment No. _____</td> </tr> <tr> <td></td> <td></td> <td>Semester _____</td> </tr> <tr> <td></td> <td></td> <td>Name of the Paper _____</td> </tr> <tr> <td></td> <td></td> <td>_____</td> </tr> <tr> <td></td> <td></td> <td>_____</td> </tr> <tr> <td>Total</td> <td></td> <td>Paper Code _____</td> </tr> <tr> <td colspan="2" style="text-align: center;">For Descriptive Type Questions</td> <td></td> </tr> <tr> <td>Question No.</td> <td>Marks</td> <td></td> </tr> <tr> <td></td> <td></td> <td></td> </tr> <tr> <td></td> <td></td> <td></td> </tr> <tr> <td></td> <td></td> <td></td> </tr> <tr> <td></td> <td></td> <td></td> </tr> <tr> <td></td> <td></td> <td></td> </tr> <tr> <td></td> <td></td> <td></td> </tr> <tr> <td></td> <td></td> <td></td> </tr> <tr> <td></td> <td></td> <td></td> </tr> <tr> <td></td> <td></td> <td></td> </tr> <tr> <td></td> <td></td> <td></td> </tr> <tr> <td>Total</td> <td></td> <td></td> </tr> <tr> <td>Grand Total</td> <td></td> <td></td> </tr> </table>	For Objective Type Questions		Session: 2016-17	Page No.	Marks	Course _____			Roll No. _____			Enrollment No. _____			Semester _____			Name of the Paper _____			_____			_____	Total		Paper Code _____	For Descriptive Type Questions			Question No.	Marks																																Total			Grand Total		
For Objective Type Questions		Session: 2016-17																																																																					
Page No.	Marks	Course _____																																																																					
		Roll No. _____																																																																					
		Enrollment No. _____																																																																					
		Semester _____																																																																					
		Name of the Paper _____																																																																					

Total		Paper Code _____																																																																					
For Descriptive Type Questions																																																																							
Question No.	Marks																																																																						
Total																																																																							
Grand Total																																																																							
<ol style="list-style-type: none"> This answer booklet has 4 pages. Please check before writing whether it is complete or in good condition. Do not write your name anywhere in the answer booklet. Write legibly on both sides of the paper You may use some space for any rough notes or calculation on the answer booklet if you need. These rough notes, calculations must be scored out before submitting the answer booklet. Do not bring any book or loose paper in the examination hall. Do not tear any page from the answer booklet. Do not write anything on the question paper or blotting paper or any pieces of paper while you are in the examination hall. Any act of indiscipline or misbehavior in the examination hall will result in your expulsion. No examinee is allowed to leave the examination hall until 30 minutes lapse after the commencement of the examination. Additional answer sheet will be supplied after the main answer booklet is completed. 																																																																							

Scrutinizer's Signature

Examiner's Signature

Invigilator's Signature