

**MASTER OF BUSINESS ADMINISTRATION
FOURTH SEMESTER [SPECIAL REPEAT]
TALENT ACQUISITION AND MANAGEMENT
MBA – 404B**

**SET
A**

[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. Which can not be a strategy to improve employee retention?
 - a. Have some fun
 - b. Offer a variety of tasks
 - c. Avoid the paperwork trouble
 - d. Avoid Teamwork environment
2. Which is not an approach of Talent Engagement?
 - a. Emotional motivation
 - b. Physical Energy
 - c. Physical motivation
 - d. Intellectual motivation
3. Which is not an element of Talent Retention Strategy?
 - a. Clear goals, targets and expectations
 - b. Unbalanced work environment
 - c. Track performance goals
 - d. Fair evaluation of performance
4. In which stage of Talent management stages the 'Introducing career development workshops for employees' comes?
 - a. Prepare employees
 - b. Manage Talent
 - c. Identify Talent
 - d. None above
5.for key talent are seen as an essential component for motivation & retention of these people.
 - a. Capability development
 - b. Performance
 - c. Retention
 - d. Succession
6. Which is not a Primary Principle of Talent Management?
 - a. An integrated approach within HR
 - b. Shifting responsibility to Labourers
 - c. Integrating people processes into standard business processes.
 - d. Measuring success with productivity
7. The process of communicating the results of the performance appraisal to the person whose performance was measured is known as.....
 - a. Performance Review
 - b. Performance Evaluation
 - c. Performance Management
 - d. Performance Approval
8. Which is not a Building Block of Talent Management?
 - a. Competency
 - b. Performance Management
 - c. Evaluating employee potential
 - d. All the above

9. 'To plan for businesses and general changes, which includes -older workforce & future skill shortage' is known as.....
- | | |
|-----------------------|---------------------------|
| a. Workforce Planning | b. Leadership Development |
| c. Both | d. None above |
10. Which is not an objective of Talent Management?
- | | |
|-------------------------------|--------------------------------------|
| a. To get employee engagement | b. To decrease employee Productivity |
| c. To get employee Retention | d. None above |
11.is the level to which employee's respect, enjoy and believe in their jobs, managers, teams and organizations.
- | | |
|----------------------------|------------------------|
| a. Emotionalmotivation | b. Physical motivation |
| c. Intellectual motivation | d. None above |
12. Talent.....strategy considers talent in terms of both competence required and a capacity for attracting them
- | | |
|--------------|---------------|
| a. Alignment | b. Retention |
| c. Selection | d. Succession |
13. How many steps are there in the Stage -I of Talent Management?
- | | |
|------------|------------|
| a. 4 steps | b. 5 steps |
| c. 6 steps | d. 7 steps |
14. 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 |
15. Working regularly on time, punctuality, and confirm to dress code etc. are come under.....aspect of Performance Review.
- | | |
|---------------------|-------------------------|
| a. Work Performance | b. Working Relationship |
| c. Basic Job Skills | d. Commitment |
16. Which is not a component of Performance Evaluation?
- | | |
|-------------------------------|------------------------------|
| a. Description of Performance | b. Comparison of Performance |
| c. Areas of growth | d. Non-development actions |
17. Which element is not there in traditional approach of Talent Management?
- | | |
|---------------------------|----------------------------|
| a. Skill Inventories | b. Human Resource planning |
| c. Performance Management | d. Training & Development |
18. The quality of the people is the last true competitive..... in Talent Management organisation.
- | | |
|------------------|-------------------|
| a. Transformator | b. Differentiator |
| c. Felicitor | d. Entrepreneur |

19.are the physical characteristics of a person and consistent response to a particular situation or information.
- a. Moral
 - b. Motives
 - c. Traits
 - d. Knowledge
20.is an ability of an individual to learn and develop in the event of new challenges
- a. Capability
 - b. Capability Management
 - c. Talent
 - d. Talent Management

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(Descriptive)

Time : 2 Hr. 30 Mins.

Marks : 50

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

1. What do you understand by the word 'Talent' and 'Talent Management'? Write various requirements of Talent Management. "There exists some Importance of Talent Management". Explain those. 2+4+4=10
2. What do you understand by Talent Management Strategy? Mention various types of Talent Management Strategy. Explain Talent Selection as well as Talent Development Strategy. 2+2+3+3=10
3. a) Explain the Effective measures for HR to hire and retain Talents in an organisation. 5+5=10
b) Mention those steps that come under 'Identify Talent' of Talent Management stages
4. Define Competency & Competency Based Interview. Write the types of people related to Competency. Explain various categories of Competency. 1+1+2+6=10
5. What is Employee Retention? Write any three importance of Employee Retention. Mention various keys to strong Retention. Explain different types of Retention Approaches that usually adopted in an organisation. 1+3+3+3=10
6. a) Explain the way of Identifying Super keepers and then how the organisation can recruit and retain them. 5+5=10
b) Write various reasons behind employee dissatisfaction in an organisation.
7. Define 'Talent Management Process'. Explain all the steps of Talent Management process usually adopted in an organization 2+8=10
8. Mention various Scopes of Talent Management. Explain growing trends in strategic Talent Management. Write the Objectives of Effective Employee Evaluation Process. 2+4+4=10

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