

**MASTER OF BUSINESS ADMINISTRATION
FOURTH SEMESTER
TALENT MANAGEMENT
MBA-404 B**

(Use separate answer scripts for Objective & Descriptive)

Duration : 3 hrs.

Full Marks : 70

(PART-A : Objective)

Time : 20 min.

Marks : 20

Choose the correct answer from the following:

1x20=20

1. To identify the types of jobs that will be the focus of TM is known as _____.
 - a. Targeting jobs
 - b. Targeting high potential individuals
 - c. Targeting top level management
 - d. None above
2. Which is not a component of traditional understanding of talent management?
 - a. Training & Development
 - b. Fringe benefits
 - c. Performance Management
 - d. Hiring & Succession planning
3. Talent Management solutions and services are there to assess, acquire, develop and align talent with _____.
 - a. Individual need
 - b. Social objective
 - c. Marketing objective
 - d. Business objectives
4. _____ 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. Business policy influences the organizational effectiveness.
 - d. The key enabler of any organization must be very talented.
5. Aligning the executives with the corporate culture is a requirement of Talent management and it is known as _____.
 - a. Attracting and hiring the right man
 - b. Proactive on boarding
 - c. Identify and develop existing talent
 - d. Keep them in the pipeline
6. Which cannot be a reason behind employee dissatisfaction?
 - a. Gap between organizational goals.
 - b. Poor compensation package
 - c. Non-fulfillment of personal goals
 - d. Good management system
7. Motivation, proper compensation and admiration will keep the employee's spirit alive and encourage them to perform better and it is known as _____.
 - a. Recognition of performance
 - b. Provide learning opportunities
 - c. Keep up the promises
 - d. Hire right people
8. Employees whose competency levels and performance greatly exceed expectations are known as _____.
 - a. Keepers
 - b. Super-keepers
 - c. Super-efficient
 - d. None above
9. Which competencies mainly differentiate the superior performers from ordinary performers which results in orientation, influence and initiative?
 - a. Transformation competencies
 - b. Functional competencies
 - c. Managerial competencies
 - d. Differentiating competencies

10. Which competencies require a minimum level of expertise in a particular field for job success, but a higher level of proficiency is not desirable?

- a. Managerial competencies
- b. Functional competencies
- c. Threshold competencies
- d. Differentiating competencies

11. The things a person constantly thinks about or needs that results action is known as

- a. Motives
- b. Traits
- c. Knowledge
- d. Skill

12. Which are the components of Performance Evaluation?

- a. Comparison of performance, Areas of growth, Development action and Expected results.
- b. Description of performance, Areas of growth, Development action and Expected results.
- c. Description of performance, Comparison of performance, Development action and Expected results.
- d. Description of Performance, Comparison of performance, Areas of growth and Leadership skill.

13. Which is the fourth step of Talent management process?

- a. Workforce planning
- b. Man power planning
- c. Performance Management
- d. Selection

14. 'Allocate appropriate resources to the project' comes under which stage of Talent Management?

- a. Train employees
- b. Prepare employees
- c. Identify Talent
- d. Manage Talent

15. Talent _____ explores all the possible talent strategies in the talent model and the organizational framework that will attract, retain and motivate talent.

- a. Talent Selection strategy
- b. Talent Alignment strategy
- c. Talent Development strategy
- d. Talent Retention strategy

16. Talent development strategy can be done with the help of:

- a. Learning through experience
- b. Learning through others/observation
- c. Through formal learning programs
- d. All the above

17. Which is not an element of Talent Retention strategy?

- a. Clear goals, targets and expectations
- b. Balanced work environment
- c. Education system of the country
- d. Track performance goals & provide analysis

18. _____ is the level of dedication and contribution of the employees towards their organization and its principles & values.

- a. Employee Retention
- b. Employee Selection
- c. Employee Engagement
- d. Employee Alignment

19. Which is not a key to strong retention?

- a. Involvement
- b. Ownership
- c. Benefits
- d. None of the above

20. _____ refers to high energy and mental flexibility while working, which is an approach of Talent Management.

- a. Emotional motivation
- b. Physical energy
- c. Intellectual motivation
- d. None above

(PART-B : Descriptive)

Time : 2 hrs. 40 min.

Marks : 50

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

1. What do you understand by the term 'Talent Management'? Write the Significance of successful Talent Management Practices. Explain the growing trend in strategic Talent Management. 2+3+5=10
2. Explain the effective measures for HR to hire and retain 'Talents' in the organization. 'Since many competitive business factors have become commoditized, talent is the ultimate driving force behind the business success and creates values'- Explain. 5+5=10
3. Define Competency. Mention the types of competency. Explain various categories of competency with examples. 2+2+6=10
4. What do you understand by Keepers and Super-keepers? Explain-how to recruit and retain Super-Keepers in the organization. Explain primary principles of Talent Management. 2+3+5=10
5. What are the different stages of Talent Management? Write the key steps which come under "Identify Talent" stage of Talent Management. 3+7=10
6. Explain the Talent Management Process. Write the importance and benefits of Talent Management Process. 5+2+3=10
7. Mention various types of Talent Management Strategy. Explain the Talent Selection Strategy. Write on how to design Talent Management Strategy. 2+3+5=10
8. What is Employee Engagement and Employee Retention? Mention the key to strong retention and importance of employee retention. 2+2+3+3=10

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