Paper / Subject Code: 46017 / Human Resource: Talent & Competency Management

(2½ Hours)   [Total Marks: 75]

Note – All questions are compulsory.

1. a. Choose the correct alternative (Any Eight)   (8)

1. _____ is the cluster of related abilities, knowledge, commitments and skills that enable a person or organization to act effectively in a job or a situation.
   a. Competence   b. Competency   c. Abilities   d. Skills

2. Talent management includes:
   a. Talent acquisition b. Learning and development   c. Talent acquisition and learning and development   d. Employee welfare

3. ___ principle of Talent management helps to decide on whether to make or buy talent.
   a. Reduce the risk of being wrong b. Avoid mismatch cost   c. Recoup talent investment   d. Balancing employee interests

4. Second step in developing Talent management strategy is _____.
   a. Identify organizational goals and objectives b. Identification of organizational drivers and challenges   c. Conduct GAP analysis d. Prepare inventory of talent management processes/ functions

5. Developing a _____ kind of network is necessary for success of talent.
   a. Social   b. Emotional   c. Social and emotional   d. None of the above

6. Who has first authored the term "competence" in an article as a concept for performance motivation?
   a. Philip Kotler   b. Abraham Maslow   c. R.W. White d. C.K. Prahalad

7. Talent management helps in improvising_____ practices.
   a. Hiring   b. Employee orientation   c. Employee induction   d. Employee training

8. _____ indicators predict the outcome while measuring the outcomes of Talent management initiatives.
   a. Lagging indicators b. Leading indicators   c. Leadership indicators d. None of the above

9. _____ approach is a short sighted business strategy of developing high performers.
   a. Inclusive   b. Exclusive   c. Both Inclusive and exclusive   d. None of the above

10. _____ helps the HR manager to reduce their workload.
    a. Automation system b. Information technology   c. Customer survey   d. Employee information management

1. b. State whether True or False (Any Seven)   (7)

1. The basic foundation of talent management is hiring the right talent.
2. A talent gap analysis allows leaders to gain an insight on future employment requirements.
3. Talent management is needed to engage and motivate the HR resources.
4. Talent management system is designed not to keep track of talent within the organization.

83937   Page 1 of 2

5BBE4B77894ABE731F789A9D29CBECB4

5. Talent management leads to development of world class work force.
6. Exclusive approach is time consuming than inclusive approach.
7. Employers does not develop competency maps for each job they have in the business.
8. Competitive advantages over competitors are due to higher competence standards.
9. Competency models are exclusive of technical competencies.
10. Designing success profile is an important part of effective talent management.

2. a. Define talent management? Describe the concept of Talent Value chain (8)
   b. Describethe principles of talent management. (7)
                          OR
2. p. Define the term talent gap. Explain the strategies to fill the gaps (8)
   q. Explain the role of talent management in building sustainable competitive
      advantage to an organization. (7)

3. a. Explain the steps in talent management process. (8)
   b. Describe the building blocks in talent management. (7)
                          OR
3. p. Explain the steps involved in developing talent management strategy process. (8)
   q. Describe the approaches to talent management. (7)

4. a. Describe the five step process in talent management information strategy. (8)
   b. Explain the contemporary talent management issues. (7)
                          OR
4. p. What are the current trends in talent management? Explain (8)
   q. Describe the ethical and legal obligations in TM. (7)

5. a. Discuss the Iceberg model of competency. (8)
   b. Describe the difference between competence and competency. (7)
                          OR
5. Write short notes – (attempt any 3) (15)
   a) Types of competence.
   b) Role of HR in Talent management.
   c) Scope of talent management
   d) Purposes of TMIS
   e) Best practices of TM.

5BBE4B77894ABE731F789A9D29CBECB4