Time: 2½ Hours

Total Marks: 75

Note – All questions are compulsory.

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

1. _____ are the knowledge, attitude, and skills required to motivate, utilize, and develop human resources.

   a. Organizational competency b. Functional competency c. Human competency

2. Competence is _____ based.

   a. Attitude   b. Aptitude   c. Skill

3. To analyse and evaluate the data of employees_____ is an effective tool in talent Management.

   a. Spread Sheet   b. Applicant tracking system   c. Data flow chart

4. This technique was developed by Flanagan in 1954 and involves direct observation of the employee in specific situations. Name the technique.

   a. Questionnaire   b. Critical incident technique   c. Assessment centre

5. Which of the following is not a building block in Talent management?

   a. Talent management philosophy

   b. Talent management plans

   c. Talent management processes

6. _____ approach is based on the basic premise that every individual is not talented.

   a. Exclusive   b. Inclusive   c. Integrated

7. Ist step in Talent management strategy process is _____.

   a. Identify Organizational drivers and challenges

   b. Identify Organizational goals/priorities

   c. Conduct a gap analysis

8. In planning for future manpower requirements, decisions can be taken by thinking about the 'Make or Buy' decision. Which principle of talent management it refers?

   a. Reduce the risk of being wrong

   b. Avoid mismatch cost

   c. Recoup Talent Investments.

9. _____ is lack of skilled or competent person in the organization to fill the key positions in the organization.

   a. Talent gap   b. Talent value chain   c. Talent management strategy

10. _____ estimate the outcome of talent management initiatives based on the future events.

   a. Lagging indicators   b. Leading indicators   c. Leadership indicators

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

1. Talent management focuses on some specific criterion day to day activities taken care by HR teams.
2. Long term development and succession plans may end up as a futile few exercise if the organisation lacks a firm retention strategy.
3. Managers must recruit the most talented and skilled employees.
4. Identification of performance gaps is a valuable strategic control measure.
5. Inclusive approach to talent management is likely to develop a sense of inequality amongst the employees.
6. Business strategy must be aligned to the talent management strategy.
7. Competency management is treated as an HR process.
8. Motives tend to determine the areas in which one chooses to engage.
9. Sense of self image is also false.
10. Talent Management plan must promise job security.

Q2. a. Define term Talent value chain and describe how it can be achieved. (8)
  b. What is talent management? Explain the principles of talent management. (7)
      OR
  p. Discuss the benefits of Talent Management. (8)
  q. Explain the scope of talent management. (7)

Q3. a. Explain the concept of Talent Management. Life Cycle . Discuss its process. (8)
  b. Explain the critical success factors to create a Talent Management system. (7)
      OR
  p. Describe the building blocks in talent management. (8)
  q. Describe the concept and process of talent management strategy. (7)

Q4 a. Describe the five step process in talent management information strategy. (8)
  b. Describe the best practices in Talent management. (7)

      OR
Q4.p. Explain the Ethical and Legal obligations associated with Talent Management (8)
  q. Explain the current trends in talent management. (7)

Q5. a. Describe the steps in competency mapping. (8)
  b. Describe the Iceberg model of competency (7)

      OR
5. Write short notes – (attempt any 3) (15)
    a) Methods of competency mapping
    b) Building blocks in TM
    c) Role of HR in TM
    d) Purposes of TMIS
    e) Types of competency