

Duration: 2 Hours**Max. Marks: 50**

NOTE: - 1. All Questions are compulsory (10 marks each).
2. Figures to the right indicate full marks.

Q1 Case Study Analysis**10 marks**

Innovative Solutions Ltd. (ISL) is a growing technology firm specializing in cloud computing and data analytics. Over the past three years, the company has rapidly expanded its client base and workforce. With this growth, however, ISL faces significant challenges in managing talent effectively. The company competes in a highly competitive tech industry where skilled professionals, particularly in data science, machine learning, and cloud architecture, are in high demand. As a result, attracting and retaining top talent has become increasingly difficult. ISL's HR department has recognized that their current talent management strategy is insufficient for the scale of growth they are experiencing. Many of the company's top performers are frequently approached with lucrative offers from competitors, leading to a high turnover rate. Additionally, while some employees have been promoted to leadership roles, there is no clear succession plan in place, leaving the company vulnerable if senior leaders leave. Furthermore, with teams spread across multiple locations, maintaining a unified culture and ensuring consistent employee development has proven challenging. The leadership team has decided to revisit its talent management practices to improve recruitment, retention, and internal development processes. They are looking for ways to ensure employees' skills are consistently aligned with the company's evolving needs and are seeking a strategic approach to fostering career growth, boosting employee engagement, and enhancing organizational performance.

Questions:

1. How can ISL improve its employer brand and recruitment efforts to attract highly skilled professionals in a competitive market?
2. What steps can ISL take to retain top talent and reduce turnover, particularly among high-performing employees?
3. How can ISL design an employee development program that ensures employees' skills stay relevant and foster career growth opportunities?
4. What initiatives can ISL implement to maintain a strong, cohesive organizational culture across diverse global teams?
5. How should ISL approach succession planning to ensure leadership continuity and minimize risk from potential key employee departures?

Q2 Answer the following (Any one)**10 marks**

A Explain Meaning and Challenges of Talent Management.

Or

B Elaborate on three C's of Talent Management

Q3 Answer the following (Any one)**10 marks**

A Write brief on Selection Process Techniques.

Or

B What is Performance Management System? Explain

Q4 Answer the following (Any one)

10 marks

A What is Public Sector Enterprise? Explain Talent Management in Public Sector- Railway.

Or

B Discuss the stages and importance of the selling process in insurance, with emphasis on rural markets and multi-distribution strategies.

Q5 Answer the following (Any one)

10 marks

A State Difference between Conventional Education and Professional Education..

Or

B Role of Government and Industry in building skilled talents in youth.
