



Sanjay Ghodawat University, Kolhapur

Established as State Private University under Govt. of Maharashtra. Act No XL, 2017

2018-19

EXM/P/09/01

Year and Program: 2018-19

School of Technology

Department of SY MBA

Course Code: MMC HR 607

Course Title: Talent Management

Semester – III

Day and Date

End Semester Examination (ESE)

Time: Max Marks: 100

For day 14 DECEMBER

10:00 to 1:00pm

Instructions:

- 1) All questions are compulsory.
- 2) Assume suitable data wherever necessary.
- 3) Figures to the right indicate full marks.

Q.1	Solve any Two	Marks	Bloom's Level	CO
a)	Describe what is the significance of talent and knowledge understanding to organization's economy? OR	07	L ₃	CO1
a)	As a manager to build the employee retention value what will be your efforts to build a talent friendly organisation?	07	L ₃	CO1
b)	Talent management and performance management are not two sides of the same coin. Discuss with an example OR	08	L ₄	CO2
b)	As a manager do you think that a focus on core competencies during recruitment process will help build better talent pool for your organisation? Discuss	08	L ₄	CO2
Q.2	Solve any Two			
a)	XYZ India Ltd company operating in Bangalore in the field of Information technology has cross functional teams for their US project. Is talent fusion necessary in the cross functional team for the company to make it a success Discuss and Justify OR	07	L ₄	CO3
a)	What is the best practice for public sector organisations for managing talent on budget	07	L ₄	CO3
b)	Are modern technologies necessary today for talent acquisition?	08	L ₃	CO4

OR

	b) Social medial policy is a must inclusion for employers to attract best talent in the organisation.Discuss	08	L ₃	CO4
Q.3	Solve any Two Explain the following:			
	a) How to create a talent value chain. Discuss.	08	L ₂	CO1
	b) Building blocks of talent management.	08	L ₂	CO2
	c) How will you develop talent development budget.	08	L ₂	CO3
	d) Social media role for talent search.	08	L ₂	CO4
	(Question From Unit 4)			
Q.4	Solve any Two			
	a) 'Pay for Talent' enables organizations to use compensation as a key lever across all talent management processes to drive achievement of strategic objectives. Justify	09	L ₃	CO5
	b) "Arbor technologies" Pvt ltd did not have end to end resource supply and workforce management. As such the company was not able to design best employee practices. Can you suggest a talent management initiative system to Arbor technologies? If yes how and why?	09	L ₃	CO5
	c) As a manager how will you manage millennial to take up leadership position as a ROT (return over talent)?	09	L ₃	CO5
Q.5	Solve any Two			
	a) How can a company seamlessly fit into the digital workforce of the future through talent management practices? Discuss and justify.	09	L ₃	CO6
	b) Discuss Effective Talent Management in the Indian Scenario.	09	L ₃	CO6
	c) Engaging employees in their work roles requires a talent management strategy that sustains for the vision of the organisation.	09	L ₃	CO6
Q.6	Solve any Three			
	a) Need of psychometrics for talent management.	06	L ₂	CO5
	b) Explain how effective practices for talent in the organisation can enhance Return over Talent ?	06	L ₂	CO5
	c) Developing a talent pipeline requires a shift from reactive recruiting to proactive recruiting. Discuss.	06	L ₂	CO6
	d) Explain Different types of impact and Coefficient of restitution.	06	L ₂	CO6
	(Question From Unit 6)			