

20. (a) Summarize the factors influencing the Knowledge management mechanism.

Or

- (b) How social media helps in talent management?

PART C — (3 × 10 = 30)

Answer any THREE questions.

21. Explain the important components of talent management system.
22. Explain E-Recruitment system and its advantages over contemporary recruitment.
23. Discuss the need and importance of performance appraisal in organizations.
24. How to retain employees using different reward systems? Explain.
25. What is Human Resource Information System (HRIS)? What role does it play in optimizing performance of the organization?

S.No. 9000

P 22 MBAE 2 C

(For candidates admitted from 2022–2023 onwards)

M.B.A. DEGREE EXAMINATION, NOVEMBER 2023.

Business Administration – Elective

TALENT MANAGEMENT

Time : Three hours

Maximum : 75 marks

PART A — (20 marks)

Answer ALL questions.

- I. (A) Choose the correct answer: (5 × 1 = 5)
1. In talent management workforce compensation management leads to \_\_\_\_\_ management.  
(a) Performance (b) Succession  
(c) Learning (d) All
2. Process of attracting selecting, training and promoting employees through a particular firm is called  
(a) Phased retirement  
(b) Keeping employees  
(c) Retirement benefits  
(d) Talent management
3. The elements of talent management model is categorized into \_\_\_\_\_ areas.  
(a) 4 (b) 5  
(c) 6 (d) 2

4. A capability framework can start to develop talent for \_\_\_\_\_ planning.

- (a) Performance (b) Succession  
(c) Appraisal (d) All

5. Talent management grid consist of \_\_\_\_\_ boxes.

- (a) 8 (b) 4  
(c) 9 (d) 10

(B) Fill in the blanks: (5 × 1 = 5)

6. Modifying selection procedures for senior employees is a step towards \_\_\_\_\_.

7. In talent management end to end process, workforce and succession planning leads to \_\_\_\_\_.

8. \_\_\_\_\_ competencies are skills, knowledge, abilities and behaviors.

9. The two axis of talent management grid are Potential and \_\_\_\_\_.

10. \_\_\_\_\_ depends more on having the right people for the right jobs at the right time.

II. Answer ALL questions: (5 × 2 = 10)

11. Define talent management.

12. What is meant by talent acquisition?

13. Differentiate recruitment and selection.

14. State the importance of training in an organization.

15. Explain HRIS.

## PART B — (5 × 5 = 25)

Answer ALL questions, choosing either (a) or (b).

16. (a) Discuss the strategic importance of talent management in organizations.

Or

(b) What are the building blocks of effective talent management system? Explain any one.

17. (a) Discuss various talent acquisition strategies for hiring better talents in an organization.

Or

(b) How do legal factors affect recruitment? Explain.

18. (a) Explain various source of external recruitment techniques.

Or

(b) What is the importance of integrating compensation with talent management?

19. (a) Develop and design the Training Process Model.

Or

(b) Summarize developmental coaching activities and its types.