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**PRESIDENCY
UNIVERSITY**

BENGALURU

School of Management

Mid - Term Examinations –November2024

Semester: III

Date: 06-11-2024

Course Code: MBA3009

Time: 09:30am – 11:00am

Course Name: Talent Management

Max Marks: 50

Program: MBA

Weightage: 25%

Instructions:

(i) Read all questions carefully and answer accordingly.

(ii) Do not write anything on the question paper other than roll number.

Part A

Answer ALL the Questions. Each question carries 3marks.

3Mx5Q=15M

- | | | | | |
|---|--|---------|-----------|-----|
| 1 | Define Talent and Talent Management | 3 Marks | Knowledge | CO1 |
| 2 | Explain the importance of Creed in Talent Management | 3 Marks | Knowledge | CO1 |
| 3 | List any five consequences of poor Talent Management | 3 Marks | Knowledge | CO2 |
| 4 | Define Recruitment. | 3 Marks | Knowledge | CO1 |
| 5 | Explain Talent strategy. | 3 Marks | Knowledge | CO2 |

Part B

Answer ALL the Questions. Each question carries 10 marks.

10Mx2Q=20M

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|---|--|----------|-------------|-----|
| 6 | Performance assessment is an important component of an effective talent management system. | 10 Marks | Application | CO3 |
|---|--|----------|-------------|-----|

Sketch 5 specific behaviors that are critical for Performance assessment with respect to the job position of an *intern doctor* in a hospital.

Or

7 A Talent Management model describes how an organization visualizes and designs a system relevant to that business. 10 Marks Application CO3

Articulate the building blocks considered for an Effective Talent Management Model

8 Talent Management System (TMS) ensures that organizations have the right people with the right skills and attitudes to support their business goals. 10 Marks Application CO3

Using four components, design a suitable TMS to accomplish the above-mentioned objective.

or

9 Competencies are at the core of all talent management systems. Competencies provide a clear and consistent guidelines for talent management programs and engage employees of an organization. 10 Marks Application CO3

Relate core competencies required to meet the above goal.

Part C

Answer the Question. Question carries 15 marks.

15Mx1Q=15M

10 Starbucks, the brand synonymous with 'coffee' shines not just for its iconic drinks and unique experience but also for its exceptional talent management strategies. From innovative recruitment practices to a strong focus on diversity and inclusion, the cafe chain prioritizes building a workforce that reflects its values and serves its diverse customer base. The company emphasizes on continuous learning, thereby ensuring that employees are equipped with the skills needed to thrive in their respective roles. 15 Marks Analysis CO4

Question: Correlate the above with the core elements of an effective Talent Management System. Suggest an action plan for the retail coffee and snacks store industry.