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**PRESIDENCY UNIVERSITY**

**Bengaluru**

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| **End - Term Examinations – January 2025** |
| **Date:** 06 / 01/ 2025 **Time:** 09: 30 am – 12: 30 pm |

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| **School:** SOM (PG) | **Program:** MBA | |
| **Course Code :** MBA3009 | **Course Name :** Talent Management | |
| **Semester**: III | **Max Marks**: 100 | **Weightage**:50% |

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| **CO - Levels** | **CO1** | **CO2** | **CO3** | **CO4** | **CO5** |
| **Marks** | **12** | **18** | **40** | **30** |  |

**Instructions:**

1. *Read all questions carefully and answer accordingly.*
2. *Do not write anything on the question paper other than roll number.*

**Part A**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Answer ALL the Questions. Each question carries 3marks. 3 Marks X10 =30 Marks** | | | | |
| **1** | A talent management information system (TMIS) is a software platform that helps HR professionals to manage talent of employees in an organization.  ***Relate purposes of TMIS.*** | 3 Marks | Knowledge | CO 1 |
| **2** | Organizations proactively take action to ensure human resource capability to meet their current and future business requirements.  ***Define the concept of Talent Management in this context***. | 3 Marks | Knowledge | CO 1 |
| **3** | A talent management system is a set of procedures and processes for TM implementation.  ***Sketch a talent management system with relevant components.*** | 3 Marks | Knowledge | CO 1 |
| **4** | Organizational level talent management is essentially managing talent at a company-wide scale to maximize performance and achieve business objectives.  ***Define Strategies for developing organizational level competencies to address the above-mentioned issue.*** | 3 Marks | Knowledge | CO 1 |
| **5** | A performance appraisal is a process that evaluates and records how well an employee is performing their job. It is a part of a company's performance management system.  ***Illustrate Performance Appraisal in the above context.*** | 3 Marks | Comprehension | CO 2 |
| **6** | Talent analytics help organizations making objective decisions, reducing the impact of personal biases.  ***Interpret how Talent analytics supports talent management processes.*** | 3 Marks | Comprehension | CO 2 |
| **7** | *Interpret the meaning of* ***Talent Engagement.*** | 3 Marks | Comprehension | CO 2 |
| **8** | Assessment techniques are used to evaluate learning, identify skill gaps and more.  ***Relate important Multiple Assessment techniques to address the above challenges***. | 3 Marks | Comprehension | CO 2 |
| **9** | A talent strategy views the workforce as a portfolio of human resource assets based on an assessment of each employee’s potential to organisation success.  ***Summarize 3 directives for talent strategy in line with the above.*** | 3 Marks | Comprehension | CO 2 |
| **10** | "Ethics in talent acquisition" is a sensitive issue as it involves handling personal information, making fair and unbiased decisions about candidates.  ***Outline an ethical framework to avoid potential conflicts of interests on discrimination or unfair practices.*** | 3 Marks | Comprehension | CO 2 |

**Part B**

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| --- | --- | --- | --- | --- |
| **Answer ALL the Questions. Each question carries 10 marks. 10 Marks X 4=40 Marks** | | | | |
| **11a** | Big data, so far used for strategic and marketing decisions in organizations, is now used in talent analytics*.*  ***Develop connections among ideas and concepts of Big data for Talent management plan of any organization.*** | **10 Marks** | Application | CO 3 |
| **Or** | | | | |
| **12a** | Talent acquisition is now managed strategically integrating learning and development, and workforce planning functions of the organizations.  ***Construct a model to implement talent Acquisition in this changed scenario.*** | **10 Marks** | Application | CO 3 |

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| **13a** | Predictive analytics in talent management use data analysis and machine learning algorithms to proactively plan and manage their talent pool.  ***Identify major uses of Predictive Analytics in talent management Process Maintenance.*** | **10 Marks** | Application | CO 3 |
| **or** | | | | |
| **14a** | Virtual assessment development center is a digital platform simulating a real-world assessment center.  ***Apply utilization of Virtual assessment and development centers in talent management.*** | **10 Marks** | Application | CO 3 |
| **15a** | Competency mapping is a process to identify and define the skills, knowledge, abilities, and behaviors of the employees for a successful workplace.  ***Choose key components for an effective Competency Mapping***. | **10 Marks** | Application | CO 3 |
| **or** | | | | |
| **16a** | As business leaders mitigate the challenges of today’s contemporary workforce, staying on top of the emerging trends in talent management is prerequisite.  ***Identify significant Talent Management Trends for 2025.*** | **10 Marks** | Application | CO 3 |
| **17a** | Succession planning is a strategic process for identifying and developing future employees to fill key roles in an organization.  ***Plan a suitable process to be adopted for an efficient succession planning.*** | **10 Marks** | Application | CO 3 |
| **or** | | | | |
| **18a** | Organizations are struggling to come out with combination of reward strategies, which can reduce the cost of compensation and at the same time can retain the talent.  **Make use of rewards as strategic talent retention tool for an appropriate compensation system.** | **10 Marks** | Application | CO 3 |

**Part C**

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| **Answer all the Questions. Each Question carries 15 marks. 15Mx2Q=30M** | | | | |
| **19** | In a competitive market for talent, organizations invest in talent with a strategic outlook. Approaches to measure ROIfrom talent vary across organizations**.** However,itis not the only way for assessing the success oforganizational effort for Talent Management (TM).  **Question: *Examine a quantitative plan to measure the efficacy of TM programs relating the variations across the organizations.*** | **15 Marks** | Analysis | CO4 |
| **20** | The internet has democratized access to skills and learning material. The best talent can be found anywhere in the world. Remote recruiting can tap into talent anywhere in the globe. Recruiters can connect with a person sitting on the other side of the globe. With the intervention of this new virtual hiring system, recruiters must make new recruitment strategies to reach global talent, screening, interviewing, and final recruitment of the candidates.  ***Question: a. Contrast virtual / remote recruiting with traditional Recruiting. b. List 5 advantages of virtual / remote recruiting.*** | **15 Marks** | Analysis | CO4 |