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 **PRESIDENCY UNIVERSITY**

  **Bengaluru**

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| **Ph.D. Course Work End Term Examinations – JAN-FEB 2025** |
| **Date:** 31- 01- 2025 **Time:** 09:30 am – 12:30 pm |

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| **School:** SOM | **Program:** Ph.D. |
| **Course Code :**MGT814 | **Course Name :** Talent Management |
| **Semester**: | **Max Marks**: 100 | **Weightage**: 50% |

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

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| **Answer ALL the Questions. Each question carries 10 marks. 6Q x 10M=60Marks** |
| **1** | Give an example of how predictive analytics is used in employee retention. | **10 Marks** | **L** | **CO1** |
| **2** | Highlight two differences between an assessment center and a development center with examples. | **10 Marks** | **L** | **CO1** |
| **3** | List two ways IT systems enhance Talent Management processes. | **10 Marks** | **L** | **CO1** |
| **4** | What are two benefits of using rapid prototyping in Talent Management system design? | **10 Marks** | **L** | **CO1** |
| **5** | Explain the importance of mapping business strategies to Talent Management strategies with an example. | **10 Marks** | **L** | **CO1** |
| **6** | Provide five examples of competency mapping techniques used in organizations. | **10 Marks** | **L** | **CO1** |

**Part B**

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| **Answer the Questions. Each question carries 20 marks 2Q x 20 = 40 Marks** |
| **7.** |  | Develop a competency-based Talent Management strategy for a manufacturing firm. Explain how it aligns with business strategies and addresses industry-specific challenges. | **20 Marks** | **H** | **CO2** |
|  |
| **8.** |  | Critically analyze the challenges and future trends in Talent Management practices in India. Propose strategies to overcome these challenges in diverse sectors like IT, healthcare, and retail. | **20 Marks** | **H** | **CO3** |

**\*\*\*\*\* BEST WISHES \*\*\*\*\***