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**PRESIDENCY UNIVERSITY, BENGALURU
SCHOOL OF MANAGEMENT**

Max Marks: 100

Max Time: 180 Mins

Weightage: 40 %

ENDTERM FINAL EXAMINATION

I Semester AY 2017-18

Course: **HRM301 TALENT MANAGEMENT**

21 DECEMBER 2017

Instructions:

- i. Write legibly
 - ii. Avoid false numbering.
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Part – A

[10QX2M= 20Marks]

1. What is Onboarding?
2. What is Balance Score Card
3. How do Talent Information System help organizations?
4. What do you mean by Human Resource Planning?
5. Explain the concept “Moon Lighting”
6. What are the benefits of “Employee Referrals”?
7. What is E- Recruiting? Examine the sources?
8. What do you mean by Competency based Interviewing?
9. What do you mean by Contingent Worker?
10. Do you think exist interviews help in managing talent. Why?

Part – B

[8QX5M= 40Marks]

11. Evaluate the Talent Management System in the context of organizational excellence?
12. What are the different competency models used by the organization?
13. Examine the common mistakes organization do in the area of effective deployment of talent?
14. Examine the leadership role matrix in creating the workforce for future?
15. What are the five level of Balance Score card evaluation?
16. Examine the Talent Adoption Model?
17. What are the best practices in making Outplacement a part of Talent Strategy?
18. Examine the workforce planning maturity model?

Part – C

[2QX20M= 40Marks]

19. McDonald's sought to implement a recognition program that would in part focus on improved employee satisfaction, thereby contributing to a higher rate of retention. In addition, the fast food chain was committed to showing its employees that they are company's most valuable asset. While each store already had some sort of recognition process in place e.g. employee of the month awards, there was a lack of continuity and connection with meeting company goals.

The result was a new recognition program entitled Speedee Bucks, an incentive program targeting a diverse group of employees. They tested this program in a Midwest region. The system was so successful that it was quickly expanded to more than ten regions throughout USA.

- a) Examine the need for talent management and talent retention in context for managing human resources?
- b) "Recognition, Rewards and Opportunities leads to getting a right talent into the organization". Critically examine this statement.

20. According to Manchester Inc, an HR consulting firm, 40 percent of executives promoted or recruited into high level positions fail within eighteen months. The research states that disconnect rate of senior executives hired from outside is notably high because of lack of familiarity, and resulting clash with the culture of the organization.

- a) Examine the concept of "Culture Fit" in talent management? What are the best practices followed by the industry?
- b) What do you mean by Severance Pay? How does that affect the organization?

