



**PRESIDENCY UNIVERSITY, BENGALURU  
SCHOOL OF MANAGEMENT**

Max Marks: 60

Max Time: 120 Mins

Weightage: 20 %

**2016 BATCH MBA III SEMESTER**

**MID TERM EXAMINATION**

I Semester AY 2017-2018

**Course: HRM 303: Talent Management**

10<sup>th</sup> Oct 2017

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**Instructions:**

- i. Write legibly
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**Part A**

(5 Q X 2 M= 10 Marks)

1. Why do organizations use competency models?
2. What are the uses of Job Analysis Information?
3. Evaluate the difference between Job description and specification?
4. What you mean by Voids in context of managing talent?
5. What are the two methods of writing a job analysis?

**Part B**

(6 Q X 5 M= 30 Marks)

6. Examine the nine representative competencies and attributes?
7. What are the talent strategies adopted by the organization?
8. Examine the fundamentals of competency modeling?
9. Examine the role of HR Planning in managing the talent management?
10. What are the unique talent management benefits and deficits in a small organization?
11. What are the talent management challenges? What are the measures the organizations take?

## Part C

(2 Q X 10 M= 20 Marks)

### Case study

**Organization:** A global, U.S. based manufacturing and retail organization.

### Customer Challenge

The Client was in the process of purchasing a new Learning and Talent Management System. Their desire was to integrate Learning, Performance, Success and Recruiting programs within one system. The problem was that for over 100 years these processes had been siloed and the lack of communication between operating groups within the Talent Management organization was growing.

Changes in the market, retirement of life-long employees and rapid expansion of their international business created an additional need for emerging leaders and put additional stress on the Talent Management organization.

### Solution

The Bluewater team quickly moved in and developed an Integrated Talent Management Blueprint for the Client. Through discovery, interviews, reviews of current state and desired future state processes the team was able to align Findings as well as develop a Recommendation and Roadmap. This Roadmap blueprinted the future path for an Integrated Talent Management organization to use their new Learning and Talent Management Systems. Bluewater was then engaged to help implement the Blueprint and successfully support the transformation of Talent Development within the Client's global business practice.

### Results

The Client is still in the process of rolling out the new program, but during the time since the Blueprint was completed the organization has realigned its operational structure and communication is flowing. The Client now has aligned its Talent Development goals and this drives all decision making as they continue their evolution and rollout.

1. From the given problem, what are the talent management issues? What are the diagnostic tools you adopt?
2. Design and implement a comprehensive plan to roll out the competency success profiles to the organization