

Roll No.

56073

**MBA 2 Year 4th Semester (Old) 2011-13
Examination – December, 2018**

TALENT MANAGEMENT

Paper : MBA-405

Time : Three Hours]

[Maximum Marks : 80

Before answering the questions, candidates should ensure that they have been supplied the correct and complete question paper. No complaint in this regard, will be entertained after examination.

*Note : Section – A contains **eight** short answer type questions of **two** marks each. All the questions are **compulsory**. Section – B attempt **four** questions in all, selecting **one** question from each unit. All questions carry equal marks.*

SECTION – A

1. Write short notes on the following :

(a) Workforce Diversity

- (b) Talent Imperatives
- (c) Sourcing Talent
- (d) Deployment of talent
- (e) Turnover
- (f) Drivers of engagement
- (g) Talent Metrics
- (h) Human Capital Investment

SECTION – B

UNIT – I

2. Define the concept of talent management. Discuss its strategic importance.
3. What are the different elements of talent management ? Briefly discuss the role played by HR in talent management.

UNIT – II

4. Describe the process of identifying talent needs for an organization. What are the different methods of sourcing talent ?

5. Discuss the concept of talent multiplication. How it helps in establishing the talent management system for an organization.

UNIT – III

6. Discuss the importance of talent retention. What are the cost and consequences of talent departure ?
7. Elaborate the process of measuring talent turnover and retention.

UNIT – IV

8. Discuss the contribution of talent to organizational performance.
9. Investing on human capital of today will result in talent forces of tomorrow. Discuss.