

56073

MBA 2 Yr. 4th Semester (N.S.)

Examination-May, 2015

Talent Management

Paper-MBA-405

Time : 3 hours

Max. 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 the examination.

Note : Attempt any **four** questions from section 'B' carrying 16 marks each selecting at least **one** question from each unit. Section 'A' carrying two marks each is **compulsory** to attempt.

Section-A

1. Write short notes on the following. The answer should not exceed fifty words normally.

- (a) Talent procurement
- (b) Challenges of diverse workforce
- (c) Skills deployment
- (d) Talent departure
- (e) Retention of talent
- (f) Employee turnover
- (g) Transformation of talent
- (h) Talent metrics

Section-B

Unit-I

2. What is talent management? Discuss the strategic importance of talent management in an organization.
3. Define the relationship between workforce diversity and talent management in an organization.

Unit-II

4. What do you mean by talent multiplication?
How does it help the organizational performance? <http://www.HaryanaPapers.com>
5. Discuss the talent acquisitions strategies in an organization. What difficulties do organizations face while sourcing the talent?

Unit-III

6. Describe the process of diagnosing the various causes of talent departure in newly established organizations. What challenges do you anticipate? Explain.
7. What is talent retention? Explain the incentive plans and strategic choices to retain talent in an organization.

Unit-IV

8. Discuss the contribution of talent to organization's performance. What are its challenges to the management?
 9. What is transformation of organization? Describe its process and challenges in a service industry.
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