

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.