

Time: 2½ Hours

75 Marks

**Note – All questions are compulsory.
Figures to right indicate full marks.**

1. a. Choose the correct alternative (Any Eight) (8)
1. TMIS stands for ____
 - a. Talent management investigation system
 - b. Talent management information system
 - c. Training and management information system
 - d. Talent management integration system
 2. ____ is the cluster of related abilities, knowledge, commitments and skills that enable a person or organization to act effectively in a job or a situation.
 - a. Competence
 - b. Competency
 - c. Abilities
 - d. Skills
 3. Talent management includes:
 - a. Talent acquisition
 - b. Learning and development
 - c. Talent acquisition and learning and development
 - d. Employee welfare
 4. First step in developing Talent management strategy is _____.
 - a. Identify organizational goals and objectives
 - b. Identification of organizational drivers and challenges
 - c. Conduct GAP analysis
 - d. Prepare inventory of talent management processes/ functions
 5. ____ is an action plan made on the basis of management needs of the organization.
 - a. Enlisting the components
 - b. Project statement
 - c. Data flow chart
 - d. Management plan
 6. Who has first authored the term “competence” in an article as a concept for performance motivation?
 - a. Philip Kotler
 - b. Abraham Maslow
 - c. R.W. White
 - d. C.K. Prahalad
 7. Talent management has become the need of the hour on account of _____.
 - a. Educated
 - b. Diversified
 - c. Multilingual
 - d. Educated and diversified
 8. ____ indicators predict the outcome while measuring the outcomes of Talent management initiatives.
 - a. Lagging indicators
 - b. Leading indicators
 - c. Leadership indicators
 - d. None of the above
 9. ____ approach is a short sighted business strategy of developing high performers.
 - a. Inclusive
 - b. Exclusive
 - c. Both Inclusive and exclusive
 - d. None of the above
 10. Which of the following is not a contemporary talent management issue?
 - a. Poor hiring strategies
 - b. Inexperience with technology
 - c. Effective leadership
 - d. Employee turnover

1. b. State whether True or False (Any Seven) (7)

1. The basic foundation of talent management is not hiring the right talent.
2. A talent gap analysis allows leaders to gain an insight on future employment requirements.
3. Talent management is not needed to engage and motivate the HR resources.
4. Talent management system is designed to keep track of talent within the organization.
5. Talent management leads to development of poor class work force.

6. Exclusive approach is not time consuming in comparison to inclusive approach.
7. Employers does not develop competency maps for each job they have in the business.
8. Competitive advantages over competitors are due to higher competence standards.
9. Competency models are not exclusive of technical competencies.
10. Designing success profile is an important part of effective talent management.

2. a. Define the term talent gap. Explain the strategies to fill the gaps (8)
2. b. Does Talent management is based on certain principles. If yes, justify. (7)

OR

2. p. Describe the concept of Talent Value chain and how it can be achieved. (8)
2. q. Does talent management play any role in building sustainable competitive advantage to an organization? Justify (7)

3. a. Describe the building blocks in talent management. (8)
3. b. What are the steps in talent management process? Explain. (7)

OR

3. p. What are the steps involved in developing talent management strategy process? Explain. (8)
3. q. Explain the inclusive and exclusive approach to talent management. (7)

4. a. What are the current trends in talent management? Explain (8)
4. b. Explain the contemporary talent management issues. (7)

OR

4. p. Explain the process in talent management information strategy (8)
4. q. Does TM has any ethical and legal obligations? Explain. (7)

5. a. Explain the types of competence. (8)
5. b. Discuss the Iceberg model of competency. (7)

OR

5. p. Write short notes – **(attempt any 3)** (15)
 - a) Difference between competence and competency
 - b) Role of HR in Talent management.
 - c) Scope of talent management
 - d) Purposes of TMIS
 - e) Best practices of TM.