Paper / Subject Code: 46017 / Elective: Human Resource: Talent & Competency Management

Time:2.5 hrs   **Marks:75**

Note: i. All questions are compulsory.

ii. Figures to the right indicate full marks.

Q1. A. Fill in the Blanks (Any 8)   8 marks

1. _____ is the primary step in the process of Talent Management. (Talent Acquisition, Talent Development, Talent Retention)
2. Talent gap is also called as _____. (skills gap, performance gap, competency gap)
3. Talent management philosophy and management metrics are all_____ blocks to talent management. (Destructive , Constructive , Building)
4. _____ attitude of management is required for success of effective talent management system. (Democratic, Autocratic, Beurocratic)
5. Developing a _____ kind of network is essential for success of talent management. (social, emotional, functional)
6. ATS is _____. (Applicant Tracking System, Automated Tracking System, Application Tracking System)
7. _____ helps to develop the leaders accountable for the goals. (Performance, Motivation, Teamwork)
8. _____ sense of self image is false. (positive, negative, unconditional)
9. _____ are concerned with "what" has been accomplished. (Goals, Traits, Competencies)
10. Critical Incident Technique was developed in _____. (1950, 1952, 1954)

Q1 B. State whether the following statements are True or False (Any 7)   7 marks

1. Talent is a gift.
2. Compensation is one of the most important element of managing talent.
3. Exclusive approach believes that every employee is talented.
4. Designing success profile is an important part of effective talent management.
5. Identification of performance gap is a valuable strategic control measure.
6. Process of Talent Management Information strategy begins with framing a budget.
7. Management plan is developed at the last stage.
8. In competency standards are attained.
9. Competency the focus is on "how".
10. Competency management focuses on integration.

Q2.A. Discuss the sources of talent management.   8 marks
Q2 B. Discuss the principles of talent management.   7 marks

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OR

Q2C. State the benefits and limitations of Talent Management.   8 marks
Q2D. Explain the activities performed by HR in talent management.   7 marks

Q3A. Discuss the building blocks for talent management systems.   8 marks
Q3B. Explain the things that can be practiced by an organization for effective
       talent management system
                                                                                            7 marks
OR
Q3C. State the Lifecycle of talent management system.   8 marks
Q3D. Explain the importance of talent management process.   7 marks

Q4A. Discuss the challenges of talent management.   8 marks
Q4B. State the best practices in talent management.   7 marks
OR
Q4C. State the current trends in talent management.   8 marks
Q4D. What are the steps of Talent Management information strategy?   7 marks

Q5A. Discuss the methods of competency mapping .   8 marks
Q5B. Explain in brief competency development.   7 marks
OR
Q5C. Write Short Notes (Any 3)   15 marks

   1. Talent Gap
   2. Self-Image
   3. Essentials of Talent Management Process
   4. Creating Business value through information Technology
   5. Limitations of competencies

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