Time: 2:30 Hours   **Marks: 75**

N.B.: 1. All questions are compulsory.

Q1   Choose the correct alternative **(any8)**   **(08)**
1. Concept of Value chain was given by _____
    a. Michael Porter   b. Henry Ford   c. Adam Smith   d. None
2. _____ capabilities are basics that enables organization to compete at the workplace.
    a. Non- contingent   b. Differentiating   c. Both and b   d. None
3. _____ is a systematic process of identifying and developing talent for leadership positions in the future.
    a. Succession Planning   b. Human Resource Planning
    c. Manpower Planning   d. None
4. _____ attitude of management is required for success of effective talent management system.
    a. Democratic   b. Autocratic   c. Free- Rein   d. None
5. Developing a _____ kind of network is necessary for success of talent management.
    a. Social   b. Emotional   c. Both   d. None
6. Online portals a have led to the war between talent management and _____.
    a. Technology   b. People   c. Organizations   d. All
7. Identification of talent _____ free of bias.
    a. Must be   b. must not be   c. Cannot decide   d. None
8. Talent management has become the need of the hour on account of _____ workforce.
    a. Educated   b. Diversified   c. Both a and b   d. None
9. Functional Job Analysis is a _____ type of analysis .
    a. Qualitative   b. Quantitative   c. Both A and B   d. None
10. Competency Management helps to achieve _____.
    a. Employee Development   b. Competitive Advantage
    c. Both a and b   d. None

Q1B) State whether the following is true of false **(any7)**   **(07)**
1. Implementation of talent management is an expensive affair
2. Adherence to principles of management avoids mismatch cost.
3. Talent acquisition ensures hiring people with the right talent.
4. Designing success profile is an important part of effective talent management.
5. Talent Management System is designed to keep track of talent within an organization.
6. Risk taking competency is an example of organizational competencies,
7. Talent management plan must promise job security
8. Online portals help employees to manage their careers
9. Competence describes attributes of the person.
10. Competency has some visible and invisible components.

Q2a) Discuss the advantages and limitations of talent management. (08)

Q2b) Explain the role of talent management in building sustainable competitive advantage for organization. (07)

OR

Q2c) Explain the different principles of talent management. (08)

Q2d) Explain the need and significance of talent management (07)

Q3a) Explain the different approaches to talent management (08)

Q3b) Explain the critical success factors to create Talent Management system (07)

OR

Q3c) Bring out the key elements of talent management system. (08)

Q3d) Bring out the steps in developing a talent management strategy. (07)

Q4a) Explain the legal and ethical practices in talent management. (08)

Q4b) Bring out the role of information technology in developing talent management systems. (07)

OR

Q4c) Bring out the current trends in talent management. (08)

Q4d) Bring out the contemporary talent management issues (07)

Q5a) Explain the Iceberg Model of Competency (08)

Q5b) Explain the objectives of competency management (07)

OR

Q5) Write short notes on **(any3)** (15)
1. Talent Value Chain
2. Essentials of Talent Management Process.
3. Competency Vs Competence
4. Limitations of Competencies
5. Types of Competence

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