



MBA DEGREE EXAMINATIONS: APRIL / MAY 2023

(Regulation R2021A)

Second Semester

MASTER OF BUSINESS ADMINISTRATION

P21MBE0171: Talent Management

COURSE OUTCOMES:

- CLO1:** Demonstrate the knowledge of Talent Management Process
CLO2: Interpret the impact of Talent Management practices on Organizational strategy
CLO3: Demonstrate an Understanding on Retaining the talent in the Organization
CLO4: Identify and strategically formulate talent Management Tools

Time: Three Hours

Maximum Marks: 100

PART A (1Q x 20 Marks = 20 Marks) Case Analysis

- 1 Giacom is a long-established IT services business and, at the time, were in the initial stages of transforming into a cloud based marketplace. They have now evolved into Europe's largest reseller-only channel for cloud services, supporting micro SMEs via ITCs across the UK. CO4 [K₆]
- With huge potential for business growth, Giacom were keen to review their organisational and management roadmap, to ensure it was fit for purpose against the bigger plan. Having the right mix of knowledge, skills and experience to deliver the plan was essential to business success.
- In this context, the team asked Stratton HR to conduct a full organisational and management review, leading to recommendations with regards to structure and scalability.
- a. Discuss talent management strategies in light of the aforementioned scenario (10 Marks)
 - b. Elaborate the consequences of a talent management system being absent in organization (10 Marks)

PART B (5Q x 4 Marks = 20 Marks)

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| 2 | What are the components required for preparing a recruitment budget? | CO1 | [K ₁] |
| 3 | Outline & Illustrate the Job withdrawal behaviors. | CO1 | [K ₂] |
| 4 | Explain on what basis would you select the best recruitment sources. | CO2 | [K ₂] |
| 5 | Explain the talent audit process for an effective Talent Management System. | CO2 | [K ₂] |
| 6 | Illustrate in detail the Total Rewards system and its components. | CO2 | [K ₂] |

Part – C (6Qx10 Marks = 60 marks)

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| 7 | Develop job description & job specification for a project managers role in an IT industry. | CO3 | [K ₃] |
| 8 | Identify and elaborate the Learning and Development process for any industry. | CLO4 | [K ₃] |
| 9 | List and explain the step-by-step Performance management System followed in any organization. | CO3 | [K ₄] |
| 10 | List and explain the emerging attraction and retention policies and programs followed in various organization's. | CLO4 | [K ₄] |
| 11 | For a firm to be competitive in nature, appraise the role Talent Management plays. | CLO2 | [K ₅] |
| 12 | Explain ERP's and its importance in today's ear for managing talents with examples. | CLO3 | [K ₅] |
