MBA DEGREE EXAMINATIONS: NOV / DEC 2024

(Regulation 2021)

Second Semester

MASTER OF BUSINESS ADMINISTRATION

P21MBE0171: Talent Management

COURSE OUTCOMES

CO1: Demonstrate the knowledge of Talent Management Process

CO2: Interpret the impact of Talent Management practices on Organizational strategy

CO3: Demonstrate an understanding of retaining the talent in the organization

CO4: Identify and strategically formulate talent management tools

Time: Three Hours   **Maximum Marks: 100**

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

1   **Talent Management Challenges in India's Agriculture Sector**   CO4 [K_2]

AgriGrow Solutions Pvt. Ltd., a mid-sized agribusiness company in India, focuses on providing innovative solutions such as precision farming tools, organic fertilizers, and crop advisory services. With increasing demand for sustainable agricultural practices, the company is poised for growth. However, its ability to scale is hindered by challenges in managing talent.

Attracting skilled professionals to the agriculture sector has been difficult due to its traditional image and limited career growth prospects. AgriGrow finds it particularly hard to hire agronomists, data analysts for precision farming, and marketing professionals with rural market expertise. The issue is compounded by a shortage of candidates who are both technically skilled and willing to work in rural locations where the company operates.

Employee retention is another critical concern. Many employees leave for jobs in urban sectors with better pay and amenities. A recent internal survey revealed that workers feel undervalued, citing a lack of recognition, limited training opportunities, and unclear career paths.

The leadership is aware of these challenges and has initiated measures like offering competitive salaries, rural allowances, and leadership development programs. However, the results have been mixed, and the company continues to struggle with high turnover and low engagement levels.

AgriGrow's management is now seeking innovative strategies to improve its talent management framework while addressing the unique challenges of the agriculture sector in India.

Discussion Questions:

1. Explain the strategies can AgriGrow implement to attract and retain skilled professionals in rural areas while overcoming the traditional perception of the agriculture sector?
2. How can AgriGrow enhance employee engagement and create clear career paths to build a committed and skilled workforce in the agriculture sector?

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

2	List the details that appear in a Job analysis document.	CO1	[K_L]
3	Explain the Benefits of Talent Management.	CO1	[K_2]
4	Discuss in detail performance monitoring in Talent management.	CO2	[K_6]
5	Explain employee retention.	CO3	[K_2]
6	Discuss any 2 methods of Job analysis	COL	[K_6]

Part – C (6Qx10 Marks = 60 marks) Any 6 questions

7	Evaluate the Human Resource planning process with its advantages.	CO2	[K_5]
8	Explain Talent Management model used in HRM.	CO1	[K_5]
9	Discuss various sources of recruitment with examples.	CO2	[K_6]
10	Determine the elements of talent management system	CO1	[K_5]
11	How to build a Talent Pipeline? Explain with the flow diagram	CO1	[K_1]
12	Discuss the different strategic compensation plans in Talent Engagement.	CO2	[K_6]
13	Examine contemporary issues in Talent Management.	CO4	[K_4]

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