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9. 'To plan for businesses and general changes, which includes -older workforce & future skill shortage' is known as.....
    - a. Workforce Planning
    - b. Leadership Development
    - c. Both
    - d. None above
  10. Which is not an objective of Talent Management?
    - a. To get employee engagement
    - b. To decrease employee Productivity
    - c. To get employee Retention
    - d. None above
  11. ....is the level to which employee's respect, enjoy and believe in their jobs, managers, teams and organizations.
    - a. Emotional motivation
    - b. Physical motivation
    - c. Intellectual motivation
    - d. None above
  12. Talent.....strategy considers talent in terms of both competence required and a capacity for attracting them
    - a. Alignment
    - b. Retention
    - c. Selection
    - d. Succession
  13. How many steps are there in the Stage -I of Talent Management?
    - a. 4 steps
    - b. 5 steps
    - c. 6 steps
    - d. 7 steps
  14. Create planning materials such as project plan and a communication plan come in.....stage.
    - a. Identify employees
    - b. Prepare employees
    - c. Recognise employees
    - d. Manage employees
  15. Working regularly on time, punctuality, and confirm to dress code etc. are come under.....aspect of Performance Review.
    - a. Work Performance
    - b. Working Relationship
    - c. Basic Job Skills
    - d. Commitment
  16. Which is not a component of Performance Evaluation?
    - a. Description of Performance
    - b. Comparison of Performance
    - c. Areas of growth
    - d. Non-development actions
  17. Which element is not there in traditional approach of Talent Management?
    - a. Skill Inventories
    - b. Human Resource planning
    - c. Performance Management
    - d. Training & Development
  18. The quality of the people is the last true competitive..... in Talent Management organisation.
    - a. Transformator
    - b. Differentiator
    - c. Felicitor
    - d. Entrepreneur

19. ....are the physical characteristics of a person and consistent response to a particular situation or information.
- a. Moral
  - b. Motives
  - c. Traits
  - d. Knowledge
20. ....is an ability of an individual to learn and develop in the event of new challenges
- a. Capability
  - b. Capability Management
  - c. Talent
  - d. Talent Management

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**( Descriptive )**

Time : 2 Hr. 30 Mins.

Marks : 50

[ Answer question no.1 & any four.(4) from the rest ]

1. What do you understand by the word 'Talent' and 'Talent Management'? Write various requirements of Talent Management. "There exists some Importance of Talent Management". Explain those. 2+4+4=10
  
2. What do you understand by Talent Management Strategy? Mention various types of Talent Management Strategy. Explain Talent Selection as well as Talent Development Strategy. 2+2+3+3=10
  
3. a) Explain the Effective measures for HR to hire and retain Talents in an organisation. 5+5=10  
b) Mention those steps that come under 'Identify Talent' of Talent Management stages
  
4. Define Competency & Competency Based Interview. Write the types of people related to Competency. Explain various categories of Competency. 1+1+2+6=10
  
5. What is Employee Retention? Write any three importance of Employee Retention. Mention various keys to strong Retention. Explain different types of Retention Approaches that usually adopted in an organisation. 1+3+3+3=10
  
6. a) Explain the way of Identifying Super keepers and then how the organisation can recruit and retain them. 5+5=10  
b) Write various reasons behind employee dissatisfaction in an organisation.
  
7. Define 'Talent Management Process'. Explain all the steps of Talent Management process usually adopted in an organization 2+8=10
  
8. Mention various Scopes of Talent Management. Explain growing trends in strategic Talent Management. Write the Objectives of Effective Employee Evaluation Process. 2+4+4=10

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