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Fourth Semester MBA Degree Examination, July/August 2021 Strategic Talent Management

Time: 3 hrs.

Max. Marks: 100

Note: Answer any FIVE full questions.

- 1
 - a. Define Employee engagement. (03 Marks)
 - b. Explain in brief about the different types of competences. (07 Marks)
 - c. Discuss in detail about the benefits of Talent Management System. (10 Marks)

- 2
 - a. What do you meant by Critical Incident technique? (03 Marks)
 - b. What is performance monitoring? Explain the process of performance monitoring. (07 Marks)
 - c. Explain in detail about the steps involved in competency mapping. (10 Marks)

- 3
 - a. Define "Mentoring". (03 Marks)
 - b. Differentiate between assesment centre and development centre. (07 Marks)
 - c. Define latent management. What are the builing blocks of Talent Management? (10 Marks)

- 4
 - a. What is an Export Panel? (03 Marks)
 - b. Explain the various approaches in competency mapping. (07 Marks)
 - c. Explain in brief about the CEO succession planning. (10 Marks)

- 5
 - a. Define competency profiling. (03 Marks)
 - b. Discuss in detail about the requirement of an effective feed back system. (07 Marks)
 - c. Explain in brief about the various techniques of assessment. (10 Marks)

- 6
 - a. What do you meant by talent value chain? (03 Marks)
 - b. Differentiate between talent and knowledge workers. (07 Marks)
 - c. Elaborate 360° feedback as a developmental tool. (10 Marks)

- 7
 - a. What do you meant by work life balance? (03 Marks)
 - b. Describe in detail about the process of career planning. (07 Marks)
 - c. Explain the process of attracting talent in todays competitive world. (10 Marks)

- 8

Case Study :

New Generation Bank Ltd., one of the largest private Bank in the country, becomes the market leader, within a short period of time under the able leadership of CMD Mr. Dev Anand. But now his tenure will end within two months and have no sucessor for him to lead the bank.

The Board of Director of New Generation Bank Ltd. selected Mrs Tapasya Ganguly, who is the CEO of a Mutual fund Company, as the new CMD.

The decision was opposed by Mr. Dev Anand, as he wanted an insider to succeed him. He pointed out that only an insider should knew the culture and dynamics of the organisation very well than any external party.

But the Board of Directorss, critizedy Mr. Dev Anand, not for grooming his sucessor and they decided to go ahead with their decision.

- (i) Identify the problem that the organization has to face due to the lack of sucesion planning. (10 Marks)
- (ii) Examine the challenges for the new CMD. (10 Marks)

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Important Note : 1. On completing your answers, compulsorily draw diagonal cross lines on the remaining blank pages.
2. Any revealing of identification, appeal to evaluator and /or equations written eg. 42+8 = 50, will be treated as malpractice.