

**SVKM's NMIMS**  
**NMIMS – GLOBAL ACCESS SCHOOL FOR CONTINUING EDUCATION**

Programme: PGDHRM

Examination: June 2017

Subject: Employee Development & Talent Management

Date: 13.06.2017

Semester: III

Course : New

Marks : 70

Time: 3.00 p.m. to 6.00 p.m.

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**Instructions:**

1. Answer to each new question to be started on a fresh page.
  2. Figures in bracket indicate full marks.
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**Q.1) Attempt any 2 out of 4**

**(Marks: 2X5=10)**

- a) Short term rotation programs
- b) Problems with individual performance related pay
- c) Build strategy
- d) Four drive theory

**Q.2) Write short notes on (2 out of 5)**

**(Marks: 2X5=10)**

- a) Skill building
- b) Onboarding implementation
- c) Field-testing development
- d) Job boards as talent channels
- e) Advantages of linking rewards to performance

**Q.3) Attempt any 3 out of 5**

**(Marks: 3X10=30)**

- a) Discuss the professional bodies of employee development in India and abroad.
- b) How will you evaluate talent acquisition techniques?
- c) Discuss about dominant culture and sub cultures.
- d) What are the issues in employee development?
- e) Discuss in detail succession planning process.

**Q.4) Attempt both the questions**

**(Marks: 2X10=20)**

- a) Write a detailed note on "Retaining Top Talent-motivation and Retention Strategies."
- b) Write a detailed note on "Linking Employee Development to Organizational Development and Business Strategy."