

SVKM's NMIMS
School of Distance Learning

Programme: PGDHRM

Academic year: 2011 – 2012

Semester: III

Subject: Employee Development &
Talent Management

Course New
Marks 70

Date: 30.12.2011

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

Instructions:

Candidates should read carefully the instructions printed on the question paper and on the cover of the Answer book, which is provided for their use. Figure in brackets indicates full marks.

Q.1. Attempt only two (2) out of Four (4) (10 Marks)

- a. Components of Talent Management
- b. Talent Channels
- c. Potential Assessment
- d. Gap Analysis

Q.2. Write Short Notes Attempt only two (2) out of five (5) (10 Marks)

- (a) Employee Engagement
- (b) Short-Term plans of Employee Development
- (c) Counseling & Mentoring
- (d) Career Development
- (e) Work-Life Balance

Q.3. Attempt any three (3) out of five (5) questions given below (30 Marks)

- (a) Explain the concept of Employee Development and Talent Management
- (b) Describe the recent trends in Talent Acquisition
- (c) Explain the significance of introducing various Assessment Techniques and Tools in Employee Development
- (d) What is the significance / importance of "Gap Analysis" from Employer's Perspective
- (e) What is Career Development? How "Career Development" is linked to organizational objectives?

Q.4. Case Study – Answer the questions below in details

(20 Marks)

IMPACT InfoTech Ltd is a medium sized IT company involved in IT and BPO services over a period of time the Management of Impact InfoTech has observed that, the attrition rate of male employees is much higher than that of female employees. Moreover, they are planning to expand their “BPO Services Business” and thereby proposing to recruit more female employees. At the same, they are anticipating that at least 20 -25% of their current staff (particularly male employees) would leave the organization. So, the management wishes that 75% of their total staff shall be female employees. They have asked their HR Manager to focus on it.

Q.1.) As HR Manager what would be your proposal to acquire and retain the talent (female employees). Give detailed proposal

Q.2.) What would be your “Action Plan” to implement the proposal? Mention how would you reduce attrition rate and increase retention rate of male and female employees respectively.

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