

SVKM's NMIMS
NMIMS Global Access – School for Continuing Education

Programme: PGDHRM

June 2013 Examination
Subject: Employee Development & Talent Management

Semester: III
Course New
Marks 70

Date: 19.06.2013

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

Instructions:

1. Answer to each new question to be started on a fresh page.
2. Figure in bracket indicates full marks.

Q 1 Discuss or write short notes on (Any 2 out of 4).

(Marks: 2x5=10.)

- a) Concept of Talent management.
- b) Explain benefits of onboarding.
- c) Impact of employee personality.
- d) What is direct sourcing in talent acquisition?

Q 2 Write short notes (Any 2 out of 5)

(Marks: 2x5=10.)

- a) Talent acquisition strategy.
- b) Onboarding.
- c) Field trips.
- d) Counseling.
- e) Talent need.

Detailed Questions:

Q3 Attempt any 3 out of 5.

(Marks: 3x10=30.)

- a) Work life balance is key area of interest in the new age HR. Explain.
- b) Why is it necessary to link rewards to performance?
- c) Elaborate on the process of on the job training with the help of an example.
- d) What is company culture and its importance in employee development and organizational impact?
- e) Explain the Douglas McGregor's theories. Also can you explain Ouchi's theory Z?

Q4: Explain the concept of gap analysis from the employer's perspective and employee's perspective? How does it help in making an employee development plan? (Marks 20).