

SVKM's NMIMS
School of Distance Learning

Programme: PGDHRM

Semester: III

Academic Year: 2012-13

Course: New

Subject: Employee Development & Talent Management

Marks: 70

Date: 11.7.2012

Time: 3:00 pm to 6:00 pm

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.**

NB:

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

1. Attempt any 2 out of 4 (short notes)

Marks: 10

- a) Reversal Theory
- b) Talent channels
- c) Dominant culture
- d) Field Trips

2. Attempt any 2 out of 5 (Discuss)

Marks: 10

- a) Counseling
- b) Talent scorecard
- c) Theory X & Theory Y
- d) Team building
- e) Onboarding

3. Attempt any 3 out of 5

Marks: 30

- a) Explain the concept of employee development and talent management.
- b) What do you mean by the term talent acquisition? What are the recent trends in talent acquisition?
- c) Which are the short term and long term plans for employee development?
- d) What do you mean by succession planning and how is it helpful in achievement of organizational objectives?
- e) What is the significance of employee engagement in an organization?

4. Answer the following questions:

Marks: 20

- a) What are the best practices in talent management?
- b) How work life balance and talent management are correlated?