

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

Programme: PGDHRM

Academic year: 2014 – 2015

Subject: Employee Development & Talent Management

Date: 18.06.2014

Semester: III

Course : New

Marks : 70

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. Figures in bracket indicate full marks.

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

(Marks: 2X5=10)

- a) Theory Y
- b) Job boards as talent channel
- c) Dominant company cultures
- d) Gap analysis

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

(Marks: 2X5=10)

- a) Which HR activities form part of talent management process? Explain.
- b) How will you evaluate talent acquisition techniques? Explain.
- c) Briefly explain short term employee development plans.
- d) Explain mentoring in detail.
- e) Explain concept of talent scorecard.

Q.3) Attempt any 3 out of 5

(Marks: 3X10=30)

- a) What is the importance of employee development in talent management? Explain.
- b) Explain in detail various assessment techniques.
- c) What practices organizations can follow to retain talent? Explain.
- d) Explain succession planning process in detail.
- e) What issues will you consider while selection organizational strategy for employee development? Discuss.

Q.4) Attempt both the questions

(Marks: 2X10=20)

- a) Discuss various challenges in talent acquisition process.
- b) Explain best practices in talent management.
