

SVKM's NMIMS
School of Distance Learning

Programme: DHRM/PGDHRM

Academic Year: 2012-13

Subject: Employee Development & Talent Management

Date: 6.1.2013

Semester III

Course: New

Marks: 70

Time: 3:00 p.m to 6:00 p.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.

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) Theory X & Theory Y
- b) Sub-culture
- c) Special Job assignments
- d) Succession Planning

2. Attempt any 2 out of 5 (Discuss) Marks: 10

- a) Work-life balance
- b) Coaching
- c) Components of Talent Management
- d) Build strategy
- e) Challenges in acquisition process

3. Attempt any 3 out of 5 Marks: 30

- a) Explain any two theories of employee development.
- b) What is the significance of Gap Analysis from the employer's perspective?
- c) Explain the concept of performance management system in present organizational environment.
- d) What is the significance of employee engagement in an organization?
- e) What are the recent trends in talent acquisition?

4. Answer the following questions: Marks: 20

- a) What is the significance of onboarding in employee development?
- b) What are the issues in the employee development in an organization?

X

1/1