

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

Programme: PGDHRM

Examination: December 2014

Subject: Employee Development & Talent Management

Date: 30.12.2014

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) Attempt any 2 out of 4

(Marks: 2X5=10)

- a) What is employee development?
- b) What are current challenges in Talent Acquisition?
- c) Why potential appraisal is important?
- d) What is different between Coaching & Mentoring?

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

(Marks: 2X5=10)

- a) Talent Management
- b) On boarding
- c) Gap Analysis
- d) Mentoring
- e) Team Building

Q.3) Attempt any 3 out of 5

(Marks: 3X10=30)

- a) Explain importance of employee development in business strategy.
- b) What are various long term employee development plans?
- c) What is succession planning? Explain with examples of success and failure.
- d) Explain with examples what is Talent Scorecard in Performance Management System.
- e) Why work life balance creates strategic advantage for organization?

Q.4) Attempt both the questions

(Marks: 2X10=20)

- a) As a HR Manager what are the best talent management practices you would consider for your organization?
- b) Enumerate the Talent Retention Strategies with examples.
