

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

Programme: PGDHRM

Examination: June 2015

Subject: Employee Development & Talent Management

Date: 19.06.2015

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.
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Q.1) Attempt any 2 out of 4

(Marks: 2x5=10)

- a) What is talent management?
- b) What are the current issues in developing employees
- c) State the advantages of short term rotation program
- d) What are the latest trends in Talent Management

Q.2) Write Short Notes on 2 out of 5

(Marks: 2x5=10)

- a) Employee Development
- b) Long- term planning
- c) Management Styles
- d) "Think tank" experience
- e) Dominant company culture

Q.3) Attempt any 3 out of 5(Marks: 3x10=30)

- a) State the process of succession planning process
- b) Discuss the issues seen with individual performance related pay?
- c) Is it possible to link rewards with performance? If yes, how?
- d) What is meant by talent management audit?
- e) Is on-boarding an important step in employee management? If yes, how?

Q.4) Attempt both the questions (Marks: 2x10=20)

- a) As HR manager, what are the best employee development practices that you would consider for your organisation.
- b) As HR manager, would you prefer make or buy strategy for talent management for your organization. State suitable justification for your option.