

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

Programme: PGDHRM

Examination: December 2015

Subject: Employee Development & Talent Management

Semester: III

Course : New

Marks : 70

Time: 3.00 p.m. to 6.00 p.m.

Date: 15.12.2015

**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) State the six-aspects which Egon Zehnder International has developed as a Team Effectiveness Review (TER) appraisal tool.
- b) State the various management styles.
- c) Discuss the top five workplace needs of the generation Y workers.
- d) State the benefits of employee development initiatives.

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

**(Marks: 2X5=10)**

- a) Reversal theory
- b) Engagement
- c) Coaching and mentoring
- d) Talent Age
- e) Borrow strategy

**Q.3) Attempt any 3 out of 5**

**(Marks: 3X10=30)**

- a) State the Four- drive theory
- b) Why Employee Development and Talent Management?
- c) Explain any five emerging recruiting tools and approaches
- d) How is potential assessment done?
- e) Discuss the features of a dominant culture

**Q.4) Attempt both the questions**

**(Marks: 2X10=20)**

- a) Explain any 4 short-term plans that can be implemented in an organization for employee development
- b) Explain the steps in employee planning process

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