

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

Programme: PGDHRM

Examination: June 2016

Subject: Employee Development & Talent Management

Date: 14.06.2016

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) Contribution from theorists on employee development.
- b) Professional bodies of employee development.
- c) Talent strategy choices.
- d) Potential assessment.

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

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

- a) Attraction and retention
- b) Resources for employee development
- c) Coaching
- d) Four career path preferences
- e) Reasons behind leaving earlier job

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

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

- a) What are the different levels at which evaluating employees' performance can be undertaken?
- b) What are the steps in succession planning process?
- c) How to link career development to organizational objectives?
- d) What are the issues in employee development?
- e) Discuss in detail dominant cultures.

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

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

- a) You have noticed a power shift phenomenon in your organization. Suggest steps to follow for handling the power shift in your own way.
- b) Which components would you suggest in your organization for talent management?