

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

Programme: PGDHRM

Examination: December 2016
Subject: Employee Development & Talent Management

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) Components of talent management
- b) Behavioral analysis
- c) Buy strategy
- d) Talent scorecard

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

(Marks: 2X5=10)

- a) Problems with individual performance related pay
- b) Career path preferences
- c) Increasing options for today's employees
- d) Front-end analysis of development
- e) Assumptions of Theory X

Q.3) Attempt any 3 out of 5

(Marks: 3X10=30)

- a) Discuss about professional bodies of employee development working in India and abroad.
- b) Discuss methods of employee development.
- c) Discuss the significance of Behavioral Analysis.
- d) What are objective indicators that employee may need training?
- e) What are different levels at which evaluating employees performance can be undertaken?

Q.4) Attempt both the questions

(Marks: 2X10=20)

- a) Discuss the Reversal Theory.
- b) Discuss different talent strategy choices.
