

- 8 MAR 2025 (M)

	Minor Examination Question Paper		Review Date:
		SCHOOL OF BUSINESS	Semester: II /IV Session: JAN-JUNE 2025
	Program: MBA Course Name: Talent Management Course Code: BSL666		Maximum Marks: 40 Duration: 90 minutes
			Sheet 1 of 2

Instructions

- The paper has THREE Sections.
 - Section A has 5 questions of 2 marks each.
 - Section B has 3 questions of 5 marks each.
 - Section C is Application Based and has 2 questions of 7.5 marks each.
- There is **NO CHOICE** in this paper.
- Attempt one section fully before starting with a new section.
- This paper does NOT require use of any log/statistic table(s)
- This paper does NOT require use of any calculator.

Course Outcomes

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| CO1 | Introduction to TM its History and Need for TM. Introduce the key talent management tools along with understanding of PMS and HRMS in context of Talent Management. |
| CO2 | Help students to be aware of Capability and competency matrix, its use and deployment to Map talent for a future ready organization. Recession and Challenges for Talent Management. |
| CO3 | How to use the outcome of talent assessment process and integrate with other HR processes or support with HR intervention to Retain, Grow and Engage talent. |
| CO4 | Introduce Talent Engagement tools being used in the Industry, Importance and utility of these tools. Give detailed introduction to R&R, L&D, Communication, Culture /Values, Leadership Charter and C&B and its Impact on Talent Management Strategy |

SECTION A

Short Answer Type Questions
10 marks (2x5)

Q#	QUESTION	Marks	CO#
1.	How is Skill different from Competency.	2	CO1
2.	What do you understand by Potential	2	CO1
3.	What is EVP and How Talent Management important for creating an EVP	2	CO1
4.	Compare Coaching and Mentoring	2	CO2
5.	What do you Understand by Agilities	2	CO2

SECTION B

Long Answer Type Questions
15 marks (5x3)

Q#	QUESTION	Marks	CO#
6.	What are SMART Goals/KPI. Draft a SMART KPI for any one School Teacher or a Hiring Manager	5	CO1
7..	Enumerate the Steps of a PMS process with timelines in a Year Starting Jan.	5	CO2
8.	Enumerate the details that need to be captured in a Talent Card before a Normalization discussion with leadership Team.	5	CO2

Issued by:	Approved by:
Date:	Date:

SECTION C
Application Based Question / Case Study
15 marks (7.5 x2)

Q#	QUESTION	Marks	CO#
9.	Prepare the 9 Box matrix and define each Box and actions to be taken for talent in each box	7.5	CO2
10.	Prepare a Comprehensive JD of an Asst Professor of Economics so that the same can be sued for Hiring.	7.5	CO1

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Date:	Date: