I Semester M.Com. Examination, May 2024
(CBCS Scheme) (2020 – 21 and Onwards)
COMMERCE
Paper – 1.6 : Global Talent Management

Time : 3 Hours   Max. Marks : 70

SECTION – A

1. Answer **any seven** out of ten. **Each** question carries **two** marks.   **(7×2=14)**

   a) What is HRP and how is it connected to Talent Management ?

   b) Differentiate between talent and knowledge people in the context of Talent Management.

   c) What are two examples of current industry practices for Strategic Talent Planning ?

   d) Mention two strategic trends in Talent Acquisition.

   e) Describe two common challenges that organizations face in talent engagement.

   f) What is "Race for Talent" in retaining and engaging workers ?

   g) Why is Audit and Update important in the context of IT-enabled talent management systems ?

   h) Differentiate between Horn and Halo effect as a source of error in the interview process.

   i) Name two ethical considerations associated with AI applications in Talent Management.

   j) How can organizations mitigate the risks of E-Frauds in Talent Management processes ?

SECTION – B

Answer **any four** questions out of six. **Each** question carries **five** marks.   **(4×5=20)**

2. Elucidate how effective Talent Management contributes to organizational sustainability and growth.

3. Explain the concept of Talent Acquisition and its significance in addressing organizational talent needs.

4. Critically assess the effectiveness of current industry practices in Talent Engagement and Retention.

5. Discuss the strategies for Creating Business Value through Information Technology in Talent Management.

6. Examine the Best Practices of Talent Management adopted by leading organizations to attract, develop and retain top talent.

7. What is a relationship between Talent Management, succession planning and leadership pipeline ? Explain.

SECTION – C

Answer **any two** questions out of four. **Each** question carries **twelve** marks. (2×12=24)

8. "Talent Management is a delicate relationship of inter related processes". What are the various key processes of Talent Management ? Explain with example.

9. Draft a detailed job description and job specification for an entry level marketing executive in a reputed pharmaceutical company.

10. Evaluate the Five Steps to a Talent Management Information Strategy, outlining each step and its significance in developing a comprehensive IT-driven talent management approach.

11. Discuss the emergence of E-Frauds in Talent Acquisition, Development, Utilization and Separation processes. Analyze the types of E-Frauds prevalent in talent management practices and propose measures to mitigate risks and ensure data security.

SECTION – D

Answer the following.

(1×12=12)

12. Design a comprehensive talent engagement strategy for a multinational corporation operating in a highly competitive industry. Include key elements such as communication, career development and work-life balance initiatives.

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