



JP – 381

**I Semester M.Com. Examination, July 2022
(CBCS Scheme) (2020 – 21 and Onwards)**

COMMERCE

Paper – 1.6 : Global Talent Management

Time : 3 Hours

Max. Marks : 70

Instruction : Answer **all** the questions as per instructions.

SECTION – A

Answer **any 7** questions out of 10. **Each** question carries **two** marks. **(7×2=14)**

1. a) What is talent audit ?
b) What is succession planning ?
c) Give the meaning of Rapid prototyping.
d) Mention the E-Frauds in Talent Acquisition.
e) List the steps of Talent Management Information Strategy.
f) State the applications of Artificial Intelligence in HRM Practices.
g) What do you mean by Human capital ?
h) What is 360-degree approach in Talent Acquisition ?
i) What is Employee Churn ?
j) Define Collaborative Hiring.

SECTION – B

Answer **any 4** questions out of 6. **Each** question carries **five** marks. **(4×5=20)**

2. Describe the process of Global talent management with an example.
3. What is employee engagement ? What are its strategies to retain talent ?
4. Explain the sources of attracting talent in the competitive world including the e-recruitment.

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5. Explain with the help of Job Description, the types of interviews and which one you will select for the post of a Sales Manager.
6. How firms manage employee turnover and retention strategies to be adopted by the firms ? Suggest.
7. What is EVP ? Explain the benefits of EVP.

SECTION – C

Answer **any 2** questions out of 4. **Each** question carries **twelve** marks. (2×12=24)

8. Explain the role of talent management in helping organisation for sustainable competitive advantage.
9. Performance appraisal strategy for home country, host country and third country nationals needs to be tailor made. Design the performance appraisal process for the three by taking relevant example of FMCG firm.
10. Briefly explain attraction and retention policies and programs as a part of resourcing strategy.
11. You are working as an HR Manager in IT firm who has started with global expansion. Design an effective pre departure training program for him and also design ways by which you will counsel him for international assignment.

SECTION – D

Answer the following question.

(1×12=12)

12. Ramesh, HR Manager of IOC Chemical is facing the problem of employee engagement from last 6 months. What strategies will you suggest him to improve employee engagement in the organisation ?