



**Duration: 3 Hrs.**

**Enrollment No.....**

Faculty of Management Studies  
End Sem Examination Dec 2024

MS3EH06 Talent & Knowledge Management

Programme: BBA

Branch/Specialisation: Management

**Maximum Marks: 60**

Note: All questions are compulsory. Internal choices, if any, are indicated. Answers of Q.1 (MCQs) should be written in full instead of only a, b, c or d. Assume suitable data if necessary. Notations and symbols have their usual meaning.

- |   | Marks    | BL | PO | CO | PSO |
|---|----------|----|----|----|-----|
| Q.1 i. Which of the following is NOT typically considered a key component of talent management? | <b>1</b> | 1  | 1  | 2  |     |
| (a) Recruitment and hiring  |          |    |    |    |     |
| (b) Employee development and training   |          |    |    |    |     |
| (c) Employee compensation   |          |    |    |    |     |
| (d) Performance management  |          |    |    |    |     |
| ii. In a talent management system, what is the main purpose of performance management?          | <b>1</b> | 1  | 1  | 2  |     |
| (a) To assess the financial cost of employee turnover   |          |    |    |    |     |
| (b) To ensure employees are meeting company goals and providing constructive feedback           |          |    |    |    |     |
| (c) To recruit new talent   |          |    |    |    |     |
| (d) To evaluate company profits and productive  |          |    |    |    |     |
| iii. Which of the following is a typical barrier to successful knowledge management?            | <b>1</b> | 2  | 2  | 3  |     |
| (a) Clear knowledge-sharing strategy  |          |    |    |    |     |
| (b) Organizational culture that values knowledge sharing  |          |    |    |    |     |
| (c) Lack of trust and fear of sharing knowledge   |          |    |    |    |     |
| (d) Access to technology and platforms for collaboration  |          |    |    |    |     |
| iv. Which of the following best describes a "Knowledge Management System" (KMS)?                | <b>1</b> | 2  | 2  | 3  |     |
| (a) A system used to monitor employee attendance  |          |    |    |    |     |
| (b) A system designed to create, store, and distribute knowledge within an organization         |          |    |    |    |     |
| (c) A software used for payroll management  |          |    |    |    |     |
| (d) A software designed to handle financial transactions  |          |    |    |    |     |

	[2]										
v.	Knowledge management success in future is not dependent on:	<b>1</b>	2	3	2						
	(a) Short-term gains										
	(b) Peoples improvement										
	(c) Organizational improvement										
	(d) Process improvement										
vi.	Which of the following is a key element of knowledge management?	<b>1</b>	2	2	1						
	(a) Technology										
	(b) Knowledge sharing										
	(c) Leadership										
	(d) All of these										
vii.	Which of the following is NOT a building block of an effective talent management system?	<b>1</b>	2	2	2						
	(a) Recruitment and selection										
	(b) Leadership development										
	(c) Financial planning										
	(d) Performance management										
viii.	Which of the following is the first step in building an effective talent management system?	<b>1</b>	2	1	2						
	(a) Employee development										
	(b) Workforce planning										
	(c) Recruitment and selection										
	(d) Performance management										
ix.	Shaping talent planning in an organization involves which of the following activities?	<b>1</b>	2	2	2						
	(a) Identifying skills gaps and potential leaders										
	(b) Focusing solely on hiring new employees										
	(c) Offering the highest salaries										
	(d) Restricting employees' personal development opportunities										
x.	Shaping organizational values within talent management includes which of the following?	<b>1</b>	2	2	2						
	(a) Encouraging innovation without ethical constraints										
	(b) Aligning employees' behaviours with the organization's core values and mission										
	(c) Promoting competition among employees at all costs										
	(d) Limiting leadership roles to senior management										
						[3]					
						Q.2 i.	Explain the significance of talent management.	<b>2</b>	2	1	2
						ii.	What are the objectives of right sizing-describe?	<b>3</b>	2	1	2
						iii.	Describe the five effective ways to attract and retain talent in an organization.	<b>5</b>	2	2	3
						OR iv.	What are the Work-Life Balance initiatives in the Workplace? Explain.	<b>5</b>	2	2	3
						Q.3 i.	Describe the objectives of knowledge management.	<b>2</b>	1	3	2
						ii.	Define knowledge. Explain the seven types of knowledge management in your words.	<b>8</b>	3	3	2
						OR iii.	Illustrate the stages of knowledge life-cycle.	<b>8</b>	3	2	3
						Q.4 i.	Explain the types of knowledge in brief.	<b>3</b>	1	3	2
						ii.	What are the elements of knowledge management that give organization a cutting edge-elaborate?	<b>7</b>	3	3	4
						OR iii.	Discuss the key features of knowledge management in learning organizations.	<b>7</b>	3	3	4
						Q.5 i.	Write the meaning of talent management.	<b>4</b>	2	1	4
						ii.	Highlight the building blocks of effective talent management.	<b>6</b>	2	2	4
						OR iii.	Write the elements of an effective Talent Management System (TSM).	<b>6</b>	3	3	4
						Q.6	Attempt any two:				
						i.	Why talent management is important for an organization-discuss?	<b>5</b>	3	2	3
						ii.	Illustrate the measures to promote ethical behaviour in an organisation.	<b>5</b>	3	3	3
						iii.	Explain the difference between talent management & talent planning.	<b>5</b>	2	3	4

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### Marking Scheme

#### **MS3EH06 (T) Talent & Knowledge Management (T)**

Q.1    i)    c ii)    b iii)    c iv)    b v)    a vi)    d vii)    c viii)    b ix)    a x)    b	<b>1</b> <b>1</b> <b>1</b> <b>1</b> <b>1</b> <b>1</b> <b>1</b> <b>1</b> <b>1</b> <b>1</b>	Q.6    Attempt any two: i.    Illustration of 5 importance- ii.    Illustration of 5 measures- iii.    Five Difference-	5 marks 5 marks 5 marks	<b>5</b> <b>5</b> <b>5</b>
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Q.2    i.    Explanation- ii.    Description- Objectives- iii.    5 points- OR    iv.    Descriptive illustration-	2 marks 1 marks 2 marks 5 marks 5 marks	<b>2</b> <b>3</b> <b>5</b> <b>5</b>		
Q.3    i.    Description- ii.    Definition- 7 types with explanation- OR    iii.    Descriptive stage illustration-	2 marks 1 marks 7 marks 8 marks	<b>2</b> <b>8</b> <b>8</b>		
Q.4    i.    3 types with description- ii.    Elaborations- Chart/diagram- OR    iii.    key features illustrations- Chart/diagram-	3 marks 6 marks 1 marks 6 marks 1 marks	<b>3</b> <b>7</b> <b>7</b>		
Q.5    i.    Full illustration- ii.    Definition- Description- OR    iii.    TMS description- Elements description-	4 marks 2 marks 4 marks 2 marks 4 marks	<b>4</b> <b>6</b> <b>6</b>		