

The organisations need to strategize so that they can retain the best talents and also attract the new ones. The organizations who have been socially responsible and have not adopted the measure of laying off employees to cope with the losses are expected to attract more and better talents. This is because the talented individuals will look for security and safety in an organization they work for. The human resource teams have to plan the talent management and performance management differently in the post Covid-19 era so that the productivity and performance of the organizations is not adversely affected.

(a) Discuss how talent management has changed post pandemic covid-19.

(b) In your words, analyse talent management before Covid-19.

\*\*\*\*\*

Total No. of Questions: 7

Total No. of Printed Pages:4

Enrollment No.....



Faculty of Management Studies

End Sem Examination May-2024

MS5OE19 Talent & Knowledge Management

Programme: MBA

Branch/Specialisation: Management

Duration: 3 Hrs.

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.

- Q.1 i. Talent management is managing the \_\_\_\_\_ within an organization. **1**  
 (a) Ability (b) Competency  
 (c) Power of employees (d) All of these
- ii. In talent management, workforce compensation management leads to \_\_\_\_\_ management. **1**  
 (a) Performance (b) Succession  
 (c) Learning (d) All of these
- iii. Inviting applications for job is known as: **1**  
 (a) Selection (b) Recruitment  
 (c) Job analysis (d) Job description
- iv. Which one of the following is not a part of human resource planning? **1**  
 (a) Analysing existing HR  
 (b) Implementation of HR plan  
 (c) Recruitment  
 (d) Analysing organizational objective
- v. A combination of knowledge, skills and attitudes to develop a particular workplace behaviour is known as \_\_\_\_\_. **1**  
 (a) Competency development  
 (b) Behaviour  
 (c) Job analysis  
 (d) Organizational development

[2]

- vi. A capability framework can start to develop talent for \_\_\_\_\_ **1**  
 planning.  
 (a) Performance (b) Succession  
 (c) Appraisal (d) All of these
- vii. The series of positions that a person occupies throughout the life **1**  
 regarding job is classified as-  
 (a) Organizational planning (b) Careers  
 (c) Career planning (d) Learning planning
- viii. \_\_\_\_\_ strategies assist employers in keeping their staff for **1**  
 extended periods of time.  
 (a) Retention (b) Satisfaction  
 (c) Vacation (d) Payment
- ix. \_\_\_\_\_ helps companies to track, organise and report on important **1**  
 data about their employees.  
 (a) Retention  
 (b) Human resource accounting system  
 (c) Human resource information system  
 (d) None of these
- x. The radical redesign of business processes is known as- **1**  
 (a) Business process re-engineering  
 (b) Business process outsourcing  
 (c) Business prospect  
 (d) All of these
- Q.2 i. Define talent management. **2**  
 ii. What is knowledge management? **2**  
 iii. What is the role of talent management in building sustainable **4**  
 advantage to a firm?
- OR iv. Discuss building blocks of talent management. **4**
- Q.3 i. Define job analysis. **3**  
 ii. Explain the process of human resource planning for talent **5**  
 management.
- OR iii. Explain the process of selection. **5**
- Q.4 i. What is employee engagement? **3**  
 ii. Explain the steps in developing the talent. **5**

[3]

- OR iii. Discuss competency development in detail. **5**
- Q.5 i. What is return on investment in talent management? **3**  
 ii. Explain SMR model. **5**
- OR iii. Discuss the ways to deal with job withdrawal. **5**
- Q.6 Attempt any two:  
 i. Discuss the role of information technology in effective talent **4**  
 management system.  
 ii. Write short note on human resource audit. **4**  
 iii. Write the opportunities in talent management. **4**
- Q.7 Recommendations to Enhance Talent Management Practice in **10**  
 Post-Covid 19 era:  
 In the post pandemic era, the talent management practices will have to be amended to suit the need of the hour. The organizations would have to specify what they expect from the employees. During the pandemic, as most of the college goers have attended classes from home, there is a basic lack of practical knowledge and skill. Therefore, the organizations need to be careful while hiring. The organizations should also focus on creating a diversified candidate pool so that the recruitment is fair, inclusive and good. The onboarding process and orientation needs to be planned by the companies keeping their business objectives, vision and mission in mind. The most important thing in talent retention or talent management is learning and development. Thus, the companies in the post pandemic era should invest in learning and development to improve the quality of their workforce. The companies should also try to develop a strong virtual setup so that in case of similar situations in future like that of Covid-19, the employees could work from home. The companies need to convey to their existing employees and also new recruits that they need to have the skill of adaptability and change management. This is important because unless the employee knows how to adapt to the situation, even their talent would not contribute positively towards the overall performance of the organization.

### Marking Scheme

#### Talent & Knowledge Management (T) - MS5OE19 (T)

Q.1	i)	d) All of the above	1
	ii)	a) Performance	1
	iii)	b) Recruitment	1
	iv)	c) Recruitment	1
	v)	a) Competency Development	1
	vi)	b) Succession	1
	vii)	b) Career	1
	viii)	a) Retention	1
	ix)	c) Human Resource information system	1
	x)	a) Business process re-engineering	1
Q.2	i.	Definition of talent management.	2
	ii.	Meaning of knowledge management.	2
	iii.	Role of talent management in building sustainable advantage to a firm.	4
OR	iv.	Building blocks of talent management.	4
Q.3	i.	Definition of Job analysis.	3
	ii.	The process of human resource planning for talent management.	5
OR	iii.	Explain the process of selection.	5

Q.4	i.	Meaning of employee engagement.	3
	ii.	Explain the steps in developing the talent.	5
OR	iii.	Discuss competency development in detail.	5
Q.5	i.	Meaning of return on investment in talent management?	3
	ii.	Explain SMR model.	5
OR	iii.	Discuss the ways to deal with job withdrawal.	5
Q.6		Attempt any two:	
	i.	Discuss the role of information technology in effective talent management system.	4
	ii.	Write short note on human resource audit.	4
	iii.	Write the opportunities in talent management.	4
Q.7		Case Study	10

\*\*\*\*\*