

Total No. of Questions: 6

Total No. of Printed Pages:3

Enrollment No.....



Faculty of Management Studies

End Sem Examination Dec-2023

MS3EH06 Talent & Knowledge Management

Programme: BBA

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. Process of attracting, selecting, training and promoting employees in a particular firm is called as _____. 1
(a) Effective mentoring (b) Retirement benefits
(b) Talent management (d) Fringe benefits
- ii. A satisfied employee will be a _____. 1
(a) Manager (b) High performer
(c) Executive (d) Team Leader
- iii. Which is not meant by knowledge? 1
(a) Thinking and doing
(b) Meaningful learning
(c) Information collection and retrieval
(d) Making sense of self and the world
- iv. Which of the following knowledge can be articulated, codified, and stored in certain media? 1
(a) Explicit knowledge (b) Tacit knowledge
(c) Procedural knowledge (d) Declarative knowledge
- v. Which of the following factor is taken into account when we develop knowledge management system? 1
(a) It is a definite process
(b) It has no human implications
(c) It is a cheap management system
(d) It requires a knowledge contract

[2]

| | | |
|-------|---|---|
| vi. | What is the main purpose of knowledge management system? | 1 |
| | (a) To create bureaucracy | |
| | (b) To hinder employee productivity | |
| | (c) To capture and share organizational knowledge | |
| | (d) To reduce customer satisfaction | |
| vii. | Talent management is managing the _____ within the organization. | 1 |
| | (a) Ability (b) Competency | |
| | (c) Power of employees (d) All of these | |
| viii. | The acknowledgement of an employee's outstanding performance is known as- | 1 |
| | (a) Recognition (b) Punishment | |
| | (c) Reprimand (d) Rebuke | |
| ix. | Human values are essential for: | 1 |
| | (a) Living in harmony with self, each other and nature | |
| | (b) Making life easier | |
| | (c) Making money to fulfill desires | |
| | (d) Living with family and friends | |
| x. | The principle of ethical behaviour includes: | 1 |
| | (a) Integrity (b) Objectivity | |
| | (c) Confidentiality (d) None of these | |
| Q.2 | i. Define meaning and significance of talent management. | 2 |
| | ii. Describe various ways for attracting talent. | 3 |
| | iii. What are various work- life balance initiatives? | 5 |
| OR | iv. What do you understand by right sizing the workforce? What are various steps involved in rightsizing the organizations? | 5 |
| Q.3 | i. Define knowledge management. | 2 |
| | ii. Describe need and objectives of knowledge management. | 8 |
| OR | iii. Explain knowledge life cycle in detail. | 8 |
| Q.4 | i. Describe importance of knowledge management. | 3 |
| | ii. Describe different types of knowledge in an organization. | 7 |
| OR | iii. Describe various elements of knowledge management in detail. | 7 |

[3]

| | | |
|-----|---|---|
| Q.5 | i. How does a talent management system work? | 4 |
| | ii. How to develop an effective talent management system? | 6 |
| OR | iii. Describe various building blocks of effective talent management system. | 6 |
| Q.6 | Attempt any two: | |
| | i. Describe talent planning process in detail. | 5 |
| | ii. What do you understand by value development? Describe the importance of value development. | 5 |
| | iii. Describe various ways to promote ethical conduct. Describe the importance of professional ethics in the workplace. | 5 |
