



**I Semester M.Com. Examination, March/April 2025
(CBCS) (2020 – 21 and Onwards)**

COMMERCE

Paper – 1.6 : Global Talent Management

Time : 3 Hours

Max. Marks : 70

SECTION – A

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

1. a) What is Talent Management ?
- b) Mention two key elements of total rewards.
- c) What is HR analytics ?
- d) Mention any four benefits of E-recruitment in talent acquisition.
- e) Write the meaning of Succession Planning.
- f) Define the term 'Human Capital'.
- g) Give the meaning of Employee Engagement.
- h) Mention two examples of E-frauds in talent acquisition.
- i) What is Rapid Prototyping ?
- j) Who are actively disengaged employees ?

SECTION – B

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

2. Explain the role of HR in talent management and how it contributes to organizational success.
3. Narrate the steps involved in the strategic talent planning process.
4. What are the major challenges in talent acquisition and how can organizations overcome them ?
5. Brief out the concept of employee retention and discuss effective strategies to retain employees.
6. How can a talent management information system benefit an organization ?
7. Explain the significance of digital innovations like E-recruitment and E-learning in modern talent management.

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SECTION – C

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

8. Critically analyse the role of HR in talent management. How do talent management strategies impact organizational performance ?
9. How can HR analytics and information technology be leveraged to improve talent management efficiency ? Provide real-world examples to support your answer.
10. Assess the impact of an AI applications in Human Resource Management. Provide examples to support your answer.
11. Identify the best practices of talent management and analyse the role of design development through rapid prototyping in Talent Management.

SECTION – D

Answer the following question.

(1×12=12)

12. Panaroma Tech Solutions, a fast-growing IT firm, faces high employee turnover and struggles to attract top talent despite competitive salaries. The company lacks a structured talent management strategy and relies on outdated hiring and retention methods. Without HR analytics or digital tools, employee engagement remains low, affecting productivity. The leadership team is now considering a data-driven approach and modern HR technologies but is unsure of the best practices to implement for long-term success.

Questions :

- 1) What are the key talent management challenges at Panaroma Tech Solutions ?
How can HR analytics and digital tools help ?
 - 2) Propose a structured talent management strategy to enhance engagement, retention and talent acquisition.
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