

Unit 08: Talent Management, Orientation, Induction & Placement

1.

When individual possess multiple skills and abilities, then it is called _____

Unidimensional talent

Multidimensional talent

Talent Management

None of the above

2.

Which is not a significance of talent management?

Disengaged
employees

Retain top talent

Employee Motivation

Higher Client
Satisfaction

3.

Which is the final stage of talent management process?

Exit stage

Promotion

Selection

Recruitment

4.

Is executive coaching an essential tool of talent management?

True

False

5.

Talent management helps in keeping the employees motivated which ultimately helps in career development.

True

False

6.

Which cannot be considered as a significance of talent retention?

Decreases Morale

Cost effective

Less Employee
Turnover

Performance and
productivity
maintenance

7.

Job security is a very important issue in retaining talent.

True

False

8.

Investing in good leaders is not an essential step for retaining talent.

True

False

9.

Which is a good way to retain best employees in an organization?

Constructive feedback

Give employees a
voice in decision-
making

Maintain an open-door
policy

All of the above

10.

Asking employees for feedback is a great way to identify flawed points and correct them, increasing employee satisfaction, thereby increasing the chances of retaining talent.

True

False

11.

_____ is the most effective way to get new talented employees while using the social networks of company's existing employees.

Referral program

Internship program

Public databases

Freelancers

12.

Which cannot be considered as best practice for talent acquisition?

Look for potential, not
just for performance

Prioritize external
mobility

Rethink who falls
under talent
acquisition

Advertise strategically

13.

To enable inbound recruiting in the talent acquisition process, create a smart recruitment website, encourage referrals, and leverage candidate-focused content to create an “employer brand” narrative comes under Inbound Marketing.

True

False

14.

Recruitment and talent acquisition are having same steps in process.

True

False

15.

Which cannot be included under meaning of talent acquisition?

Recruitment

Onboarding strategy

Candidate relationship
management

None of the above

16.

During workplace orientation, new employee gets introduced to

Job Roles

Work Areas

Work Environments

All of the above

17.

In orientation session, supervisor doesn't help new employees to get familiarized with the organization.

True

False

18.

What cannot be considered as a significance of Orientation?

Improves employee
retention

Promotes
communication
between the
supervisor and the
new employee

Make employees
comfortable in a job

Does not contribute in
increasing productivity
of workforce

19.

Any employee, when put into a new, strange situation, will experience anxiety.

True

False

20.

In _____ orientation, the management has a structured programme which is executed when new employees join the firm.

Informal	Formal	Serial	Divestiture
21.			
The _____ approach is likely to develop less homogeneous views than collective orientation.			
Individual	Group	Collective	All of the above
22.			
Orientation becomes _____ when an experienced employee inducts a new hire.			
Serial	Disjunctive	Individual	Collective
23.			
_____ is a planned programme carried out to integrate the new entrant into the organization.			
Formal Induction	Informal Induction	Serial Induction	All of the above
24.			
Which is not an objective of Induction?			
To reduce Anxiety	To remove fear among employees	To create a good impression of organization	All of the above
25.			
In the induction programme, company manual need to be provided to the recruit.			
True	False		
26.			
How many steps are included in the Induction program?			
One	Two	Three	Four
27.			
Which step in a process has a purpose to help an employee to build up some pride and interest in the organization.			

General Orientation

Special Orientation

Follow up orientation

None of the above

28.

Placement need to be followed after induction.

True

False

29.

Which cannot be considered as a Principle of Placement?

Familiarization

Developing sense of
loyalty

Placement according
to age

Job first man next

30.

Job rotation has no role in making placement effective and satisfactory.

True

False