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III Semester M.B.A. (Day & Eve.) Degree Examination, March/April - 2022

MANAGEMENT

Talent Management and Employee Engagement

Paper : 3.4.2

(CBCS Scheme 2019)

Time : 3 Hours **Maximum Marks : 70**

Instructions to Candidates:

All sections are compulsory.

SECTION - A

Answer any **five** of the following questions. Each question carries **five** marks.**(5×5=25)**

1. What are the sources of Talent Management?
2. Elaborate on the modern practices used in Attration of Talent management.
3. Differentiate between succession planning and career planning.
4. What are the successful factors for Employee Engagement?
5. Explain the strategic accountability approaches for developing the workforce.
6. Discuss the HR analytics for TM process.
7. List out the five steps for a talent Management information strategy.

SECTION - B

Answer any **three** of the following questions. Each question carries **ten** marks.**(3×10=30)**

8. Elaborate the tools and building blocks used in talent management.
9. Discuss the methods of coaching programs developed for sustained and desired change in Talent management.
10. What are the strategies and challenges to be considered in the workplace for an Effective Employee Engagement?
11. Explain the role of Information Technology in talent management systems in creating business value.

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SECTION - C

(1×15=15)

Case study (Compulsory).

12. Mr. Akshay was promoted as the manager with mixed feelings. He was proud of having his work being recognized but he had some doubts as to how he would like the new work. He was earlier a PRO, with Delhi Development Authority it involved regular contact with general public, recoveries and processing their complaints, meetings with the press and image building. It was a high profile job involving lot of media and publicity. As the PRO, he could build a good picture of DDA in the minds of general public through advertisements, press conferences, television coverage highlighting the achievements of DDA in developing and constructing residential and commercial properties. His new job was a desk job working with files relating to the applicants registered for various housing projects coming up in the north Delhi area named "Rohini Scheme". Akshay missed the routine of his old office and the people he had worked with. He now had a private office with air conditioner and carpet. But he felt incomplete. He thought he did not have the team to go ahead. When he submitted the first report of "Rohini Scheme" to his Director he got some changes. The Director was a nice human being, he suggested Akshay that, "We all need to learn our new work". The more Akshay thought about it he wanted to go to the old office. But he hesitated as he would be considered misfit and disqualified for any promotion in the future.

Questions :

a) How would you deal with the situation in place of Akshay?

b) If you were the Director how would you deal with Akshay?

c) If talent acquisition is important is the retention difficult? Explain in context of this case.
