**Q.P. Code : 61350**

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**Fourth Semester M.B.A. (Day) Degree Examination,**
**September/October 2020**

*(CBCS – 2014 -15 onwards)*

**Management**

**Paper 4.4.3 – TALENT AND KNOWLEDGE MANAGEMENT**

*Time : 3 Hours]* *[Max. Marks : 70*

SECTION – A

Answer any **FIVE** questions from the following each question carries **5** marks : **(5 × 5 = 25)**

1. Differentiate between Talent Workers and Knowledge Workers.

2. Discuss the building blocks of Talent Management.

3. Succession management is critical in talent planning, discuss on the process of succession management.

4. Explain the modern practices of talent attraction and selection in IT Organisations.

5. Discuss the concept of Talent Value Chain.

6. Explain the emerging trends in talent management.

7. Explain the process of integrating compensation with talent management.

SECTION – B

Answer any **THREE** questions from the following. Each question carries **10** marks : **(3 × 10 = 30)**

8. Elucidate talent and knowledge management of any two companies you have discussed through interviews.

9. Discuss the issues and challenges in knowledge management.

10. Return on Talent is critical for organizations, discuss on ROT Measurements.

11. Explain the elements of talent friendly organizations.

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SECTION – C

12. Compulsory (Case Study) : **(1 × 15 = 15)**

Elisabeth Harstad was employed as a trainee at the Norwegian risk management consultancy DNV when she realized being a woman was a barrier. Although trainees were supposed to go abroad, the company had problems finding a job for Elisabeth in a foreign subsidiary : 'I wanted to go to London, Houston or Singapore. At the end I managed to get an international assignment from Olso to Copenhagen'.

This was in 2000. However, Harstad did not give up and pursued her career intensively. Today she is manager of the research and innovation unit at DNV – and since 2010 member of the board of directors of the large Norwegian chemical company Yara. When the new members of the board of directors were elected, for the first time it was an advantage for Elisabeth to be a woman. Since 2008, Norwegian companies are required by law to have 40 per cent female members on their board of directors. Thus, Elisabeth is part of an experiment – if woman do not make it to the top on their own, politics support this process in Norway.

Questions :

(a) Discuss the problems of women expats.

(b) Relate the situation in Norway to the cultural dimensions identified by Hofstede. How can you explain it?

(c) Can the rules for quotas of female managers be applied in other countries as well? What are the advantages and disadvantages?

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