GIET UNIVERSITY, GUNUPUR – 765022
B. B. A (Fifth Semester) Examinations, December' 2022
20BBA506HR – Talent Management

Time: 3 hrs.   Maximum: 70 Marks

The figures in the right hand margin indicate marks.

PART – A: (Multiple Choice Questions)   **(1 x 10 =10 Marks)**

Q. 1 Answer *ALL* questions

a. _____ refers to the learning opportunities designed to help employees grow.

i.	Training	ii.	Development
iii.	Education	iv.	All of the above

b. Which of the following is a technique of **evaluation**?

i.	Longitudinal or time – series analysis	ii.	Transfer validity
iii.	Inter – organisational validity	iv.	None of the above

c. Which of the following is a learning principle?

i.	Recognition of individual differences	ii.	Schedules of learning
iii.	Transfer of learning	iv.	All of the above

d. Which of the following is a benefit of employee training?

i.	Improves morale	ii.	Helps people identify with organisational goals
iii.	Provides a good climate for learning, growth and co – ordination	iv.	None of the above

e. knowledge management is:

i.	a discipline	ii.	a discipline
iii.	digital network as used in an organization	iv.	digital network as used in an organization

f. Which of the selection steps is the most critical?

i.	Physical examination	ii.	Physical examination
iii.	Reference and background check	iv.	Reference and background check

g. Source for recruiting should be periodically _____.

i.	changed	ii.	changed
iii.	evaluated	iv.	evaluated

h. Which of these is not a type of interview?

i.	screening interview	ii.	screening interview
iii.	music interview	iv.	music interview

i. Which of the following is not a stage in the development of career of any person?

i.	Exploration	ii.	Exploration
iii.	mid-career	iv.	mid-career

j. Job analysis involves

i.	job design	ii.	job design
iii.	job description	iv.	job description

PART – B: (Short Answer Questions)   **(2 x 10 = 20 Marks)**

Q.2. Answer *ALL* questions
a. Explain HR Accounting?
b. What are the Challenges of knowledge Management?
c. Define the Role of HRIS?
d. What is a strategic compensation plan?
e. How do you create a strategic compensation plan ?
f. What are the components of Talent Management?
g. What are the Steps for selection process?
h. What is an interview?
i. What are skills required for interview?
j. Difference between learning and hearing?

PART – C: (Long Answer Questions)   **(10 x 4 = 40 Marks)**

Answer *ALL* questions   Marks

3.a. What is the process of Talent Management?   5M
 b. What are the Difference between Recruitment and Selection?   5M

(OR)

 c. Explain the major Difference between job description and job specification?   5M
 d. Explain the Strategic trend in talent acquisition?   5M
4.a. What are the various types of interview which Can be used for selection process?   5M
 b. What are the various Steps in creating Questionnaires?   5M

(OR)

 c.   What are the Benefits of employee engagement?   5M
 d. What are the ways to improve employee engagement?   5M
5.a. Explain the leadership qualities required in an organization? 5M
 b. Explain the concept of employee engagement?   5M

(OR)

 c. Briefly explain on elements of total rewards?   5M
 d. What are the Objectives of career planning?   5M
6.a. Explain the Benefits of career planning?   5M
 b. What are the various methods to reduce employee turnover?   5M

(OR)

 c. What are the emerging trends in HR?   5M
 d. Explain the concept HR Audit?   5M

--- End of Paper ---