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**GANDHI INSTITUTE OF ENGINEERING AND TECHNOLOGY
UNIVERSITY, ODISHA, GUNUPUR
(GIET UNIVERSITY)**

B. B. A (Fifth Semester) Examinations, November-2024

**21BBAHR35006– Talent Management
(BBA)**

Time: 3 hrs

Maximum: 60 Marks

(The figures in the right hand margin indicate marks.)

PART – A**(2 x 10 = 20 Marks)**Q.1. Answer **ALL** questions

	CO #	Blooms Level
a. Outline some techniques used for HR Audit	CO1	K1
b. State the difference between Unidimensional vs Multidimensional talent	CO1	K1
c. Write steps of Talent management model.	CO2	K1
d. Analyze the causes of Talent Attrition	CO2	K2
e. Analyze the skills to be needed for career development success.	CO3	K2
f. Identify the steps required for effective selection	CO3	K1
g. Outline two objectives of HRIS	CO4	K1
h. State the concept of HR Accounting	CO4	K1
i. Analyze the dimensions of Business process re-engineering	CO5	K2
j. Write the role of technology in Business process re-engineering	CO5	K2

PART – B**(8 x 5 = 40 Marks)**Answer **ALL** the questions

	Marks	CO #	Blooms Level
2. a. Explain the strategic trends in Talent Acquisition. (OR)	8	CO2	K3
b. Explain the strategies adopted by an organization to retain an individual.	8	CO1	K3
3.a. Illustrate some important things required to achieve employee engagement. (OR)	8	CO3	K4
b. Employee Core Competencies as an HR Tool. Comment	8	CO3	K3
4.a. Explain the five strategies for engaging employees through compensation. (OR)	8	CO4	K3
b. Give explanations of different types of training need analysis.	8	CO3	K3
5.a. Explain the five elements that can be implemented to help build a comprehensive staff retention strategy in the company. (OR)	8	CO4	K3
b. Explain the approaches of HR Audit	8	CO5	K3
6.a. Analyze the contemporary issues and challenges faced by Talent management. (OR)	8	CO5	K3
b. State different approaches for Job design	8	CO2	K2

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