

# School of Business

MBA  
ETE - May 2023

Time : 3 Hours

Marks : 50

## Sem IV - MBHR6009 - Talent Management

*Your answer should be specific to the question asked*

*Draw neat labeled diagrams wherever necessary*

1. Discuss the four pillars of talent management, which an organization can effectively leverage to attract, develop, and retain top talent. K2 CO1 (2)
2. Explain the concept of "Succession Planning" in brief K2 CO2 (2)
3. Summarize way to ensure the success of performance management as best practices. K4 CO3 (2)
4. Is the vestibule method of training considered, as an on-the-job or off-the-job training method. Illustrate and explain K4 CO4 (2)
5. Explain the relation between employee engagement and productivity. K4 CO5 (2)
6. Explain in detail the process of Talent Acquisition with proper diagram K4 CO1 (5)
7. Determine the purpose of succession planning, and how can it help organizations ensure a smooth transition of leadership and maintain continuity of operations, while also supporting employee development and engagement. K4 CO2 (5)
8. Assess, how can organizations ensure that their talent management practices align with their cultural values and promote ethical behavior? Discuss some of the ethical issues that arise in talent management, such as bias in recruitment and selection, employee privacy, and fairness in performance management, and provide examples of how organizations can address these issues while maintaining a positive organizational culture. K5 CO5 (6)
9. Illustrate with example the organizations effective implementation of the Management by Objectives approach to performance appraisal, ensuring that the goals set are relevant, achievable, and aligned with the overall business strategy, while also addressing potential challenges or drawbacks and fostering employee engagement and motivation through effective feedback and support from managers. K5 CO3 (8)
10. A major airline company is introducing a new aircraft model into its fleet. To ensure that pilots are trained to handle the new aircraft, the company has decided to implement vestibule training.  
i) Explain the "Vestibule training", and how can it be used to train pilots on a new aircraft model? Also Interpret the potential risks of not providing vestibule training for pilots on a new aircraft model, and how can vestibule training mitigate those risks? K5 CO4 (8)
11. You are the HR manager of a medium-sized company. Recently, you noticed a decrease in employee engagement and motivation levels. You decide to take action and implement an employee engagement program. After conducting research and analyzing employee feedback, you design a program that includes regular team-building activities, flexible work hours, and career development opportunities.  
Apply the concept of employee engagement to evaluate the effectiveness of the HR manager's program. K6 CO5 (8)