

ADMISSION NUMBER											

School of Business
Bachelor of Business Administration
Mid Term Examination - May 2024

Duration : 90 Minutes
Max Marks : 50

Sem IV - D1UA417T - Talent Acquisition and Management

General Instructions

Answer to the specific question asked

Draw neat, labelled diagrams wherever necessary

Approved data hand books are allowed subject to verification by the Invigilator

1) Apply the concept of Talent Acquisition and describe its importance in fostering organizational growth, citing specific examples to illustrate its impact on recruitment strategies. K3 (6)

2) Scenario: K3 (9)
ABC Tech, a rapidly growing tech company, is experiencing challenges with talent attraction and retention despite implementing various policies and programs. As the newly appointed head of HR, you've been tasked with conducting a comprehensive talent audit to identify the root causes of these issues and propose solutions.

Question:

Based on the provided scenario, as the head of HR at ABC Tech, outline a strategic plan to conduct a talent audit aimed at addressing the company's talent attraction and retention challenges. In your plan, detail the critical steps you would take, including data collection methods, analysis techniques, and stakeholder engagement strategies, to effectively diagnose the underlying issues and develop actionable recommendations for improvement. Additionally, discuss how you would prioritize and implement retention initiatives to ensure the long-term success of the organization.

3) Discover a comprehensive job analysis plan for a tech startup looking to expand its workforce, considering methods such as interviews, observation, and task analysis. K4 (4)

- 4) ABC Tech (IT company), a leading technology company, is facing scrutiny over its talent acquisition processes due to concerns regarding diversity, equity, and inclusion (DEI). The company has received feedback suggesting potential biases in its recruitment practices, leading to questions about the fairness and inclusivity of its hiring procedures. As the head of HR at ABC Tech, you are tasked with analyzing the ethical considerations involved in talent acquisition processes and proposing strategies to ensure fair and unbiased recruitment practices. Propose your strategies with above requirements. K4 (8)
- 5) Analyze comprehensively the multifaceted challenges organizations encounter when attempting to align their human resource requirements with the available talent pool. Consider factors such as skill gaps, demographic shifts, technological advancements, and evolving job roles that contribute to the complexity of this task. Furthermore, delve into the implications of these challenges on organizational performance and competitiveness. Subsequently, propose innovative retention strategies designed to mitigate these challenges and ensure the retention of top talent. Incorporate contemporary examples, case studies, or industry-specific insights to substantiate your analysis and recommendations. K4 (8)
- 6) Q. Explain the role of talent management in building sustainable competitive advantage for a firm. Discuss how the key processes of talent management contribute to achieving this objective. Provide examples to support your answer. K5 (5)

7) The manufacturing company's high turnover rates are symptomatic of widespread dissatisfaction and burnout among employees, largely attributed to poor work-life balance stemming from the current job design. Job analysis reveals that prolonged working hours and elevated stress levels are significant contributors to this issue. To address these challenges, the company is contemplating redesigning certain job roles to foster a healthier work-life balance for its workforce. Redesigning job roles could involve restructuring tasks and responsibilities to distribute workload more evenly, implementing flexible work arrangements such as telecommuting or flexible hours, and providing adequate resources and support to alleviate stress. By prioritizing employee well-being and considering factors like workload distribution, autonomy, and support systems, the company aims to enhance job satisfaction, reduce turnover rates, and ultimately foster a more productive and sustainable work environment. Additionally, conducting regular assessments and seeking feedback from employees can help ensure that the redesigned roles effectively promote work-life balance and meet the evolving needs of the workforce.

Questions:

1. How can the company utilize job analysis findings to redesign job roles effectively?
2. What factors should the organization consider when implementing job redesign to improve work-life balance?
3. Explain the potential benefits and challenges of implementing job redesign initiatives in a manufacturing setting.