

GUJARAT TECHNOLOGICAL UNIVERSITY**MBA - SEMESTER- III EXAMINATION – WINTER 2019****Subject Code: 3539289****Date: 02-12-2019****Subject Name: Talent Management****Time: 10:30 AM TO 1.30 PM****Total Marks: 70****Instructions:**

1. Attempt all questions.
2. Make suitable assumptions wherever necessary.
3. Figures to the right indicate full marks.

- Q.1** Answer Shortly: **14**
- (a) Absenteeism
(b) Downsizing
(c) Application Blank
(d) Job Portals
(e) Skill Matrix
(f) Job Enlargement
(g) Voluntary Retirement Scheme
- Q.2** (a) Explain the role of Talent Management in helping organizations for sustainable competitive advantage. **07**
- (b) Explain the importance of Talent Management and consequences of Failure in Managing the Talent **07**
- OR**
- (b) What is Job Analysis, explain as HR Manager how would you collect the information to be included in Job Analysis. **07**
- Q.3** (a) Explain the importance of Selection Process in Talent Acquisition, and how to minimize the selection errors. **07**
- (b) As Talent Acquisition Manager, prepare e-Recruitment to be posted on Job portal for the designation of your choice. **07**
- OR**
- Q.3** (a) Explain Attraction and Retention Policies & Programs as a part of resourcing strategy. **07**
- (b) As HR Manager what steps you would initiate to provide best of Employee Engagement activities. **07**
- Q.4** (a) How Talent Management is used to drive culture of Excellence. **07**

(b) As HR Manager, adopt new HR policies for your organization. **07**
OR

Q.4 (a) Explain Talent Audit and Performance Management as elements of Talent Management **07**

(b) How would you enhance the culture of Learning and Development for your organization? **07**

Q.5 CASE STUDY:

Everyone who knows Mack Rosen knows he is tough when it comes to screening applicants tough when it comes to screening applicants for jobs in his firm. His company, located in the northeast, provides financial planning advice to wealthy clients, sells insurance, and sets up pension plans for individuals and business. His firm's clients range from professionals such as doctors and lawyers to business owners, who are sophisticated in financial matters and very busy people. They expect accurate advice provided in a clear and expeditious manner. Rosen is always described as somewhat autocratic. The need to be very selective in whom he hires has led him to be extraordinarily careful about how he screens applicants. Some of his methods are probable beyond reproach. For example, he required every applicant to provide a list of names and phone numbers of at least five people he or she worked with each previous employer to use as references. On the other hand, given legislation is including the Civil Rights Act of 1991 and the ADA, some of his other "tough" screening methods could be problematic. For example, Rosen requires that all applicants take a purported honesty test, which he found in the catalog of an office supply store. He also believes it's extremely important to check every viable applicant's credit history and worker's compensation history. Unknown to his applicant's he runs a credit check on each of them, and retains the services of a firm that checks worker's compensation and driving violation histories.

(a) What specific legal problems do you think Rosen might run into because of his firm's screening methods? **07**

(b) Describe employee testing and selection program if you were at Rosen's place? **07**

OR

Q.5 (a) How do firms manage Voluntary Turnover and Job Withdrawal? **07**

(b) Define the elements of Total Rewards. **07**
