

Roll No.

Total Pages : 02

MBA/D-21

27084

**TALENT ACQUISITION AND
PERFORMANCE MANAGEMENT
HRM-306**

Time : Three Hours]

[Maximum Marks : 70

Note : Attempt *Six* questions in all. Q. No. **1** is compulsory.
Attempt any *five* questions from the remaining eight
questions.

1. Short answer type questions : **5×4=20**
 - (i) Benefits of Outplacement as a part of talent strategy.
 - (ii) Elaborate the concept of Talent Management Information System.
 - (iii) Potential appraisal.
 - (iv) Ethical issues in Performance management.
 - (v) Relevance of Job Analysis in performance management system.
2. What is talent planning ? Explain the steps for integrating succession planning and career planning. **10**
3. Elaborate the concept of Balanced Scorecard ? Describe the essential objectives and functions of state industrial development corporations. **10**

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4. Explain the 360 Degree Performance Appraisal and Behaviorally Anchored Rating Scale methods along with their implications. **10**
5. What do you understand about employee retention? Suggest some effective measures to improve employee motivation and employee engagement in an organisation. **10**
6. Figure out the Contemporary talent management issues and challenges. **10**
7. List the different talent retention strategies adopted by multinational corporations across the globe. **10**
8. What is a pay for performance plan ? Explain some of the short term and long term pay for performance plans. **10**
9. What are the ethical issues and dilemmas in performance management ? Suggest some measures to handle the issues in the performance management. **10**