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MASTER OF BUSINESS ADMINISTRATION (M.B.A.)
EXAMINATION : JUNE – JULY-2022
SEMESTER - IV

Sub: Talent Acquisition & Retention (MHR402)

Date: 05/07/2022

Total marks: 60

Time: 10.00am to 12.30pm

SECTION – I

Q. 1. Fill in the blanks. (5)

1. Talent Management is a _____ Process
 - a) Constant
 - b) Retrospective
 - c) Planned
 - d) None of the above
2. The primary focus of Talent Management is to create
 - a) Matching model for organisation strategy
 - b) a support for organisation strategy
 - c) Motivated Work Force
 - d) Satisfied Work force
3. The following is not a pillar of talent management.
 - a) Retention
 - b) Learning & development
 - c) Recruitment
 - d) Gratuity
4. The process of attracting, selecting, training and promoting employees through a particular firm is called_____
 - a) Phased retirement
 - b) early retirement
 - c) selection process
 - d) Talent acquisition
5. While recruitment remains an important activity to fill immediate vacancies, talent acquisition is a _____ strategy to make hiring more efficient and productive.
 - a) long-term
 - b) mid-term
 - c) short-term
 - d) end-term

Q. 2. Answer the following. (Any Two) (20)

1. Define Talent Management. Identify and list down the various types of talent at workplace.
2. Differentiate briefly between talent and skill.
3. Describe any 3 retention strategies in detail.
4. How will you (HR Manager) identify / recognize ones talent?

Q. 3. Write notes on. (Any Two) (10)

1. Importance of talent management
2. Pillars of talent acquisition
3. Succession planning

SECTION – II

Q. 4. Case Study

(15)

Wellness Foods and Beverages was started by Satish in the year 2000 after the completion of his degree in hotel and catering Management. He began the business with an initial investment of 1 lakh rupees for ready to cook food items. Due to his professional knowledge and contacts he was able to establish a good business and by the year 2006, he had a turnover of Rs 10 Lakhs. During the same time, he was thinking of expanding his market; both area wise and product wise. i.e covering other two states up north and also add products ie spices and pickles.

He was looking out for a fresh talent. Apparently, he met his collage friend Anil from Delhi. After discussing with Anil, he offered him a job as manager sales. Very soon after Anil took over, due to his dynamic personality and experience of resort selling, the business boomed, shares went up by 20% and sales increased considerably. Seeing the growth, Satish discussed his plan for expansion by establishing another unit down south. However Anil did not show much interest. Satish had plans of making him the General Manager by offering him 25% share in profit.

When Anil did not show any interest, Satish tried to find the reason. He came to know that Anil had been offered a job with equal profit sharing basis. Wellness foods could not afford to lose him at any cost.

Questions:

- i. How will satish retain Anil?
- ii. What are the ways you would suggest Satish to acquire and retain talented employees?
- iii. Give a suitable title to the case.

Q. 5. Answer the following:

(10)

- a) Give the difference between recruitment and talent acquisition process.

OR

- b) Elaborate various reasons for employees leaving the organization?