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MASTER OF BUSINESS ADMINISTRATION (M.B.A.)
EXAMINATION : DECEMBER - 2023
SEMESTER - IV
Sub: Talent Acquisition & Retention (MHRM406)

Date: 28/12/2023

Total marks: 60

Time: 10.00am to 12.30pm

SECTION – I

Q. 1. Fill in the blanks.

(5)

1. All of the following are the role of the employer in an employee's career development except _____.
 - a) Communicating policies and procedures
 - b) Analyzing interests, values, and skills
 - c) Providing performance feedback
 - d) Offering a variety of career paths
2. Identifying the _____ candidates and _____ them to apply for the job is called Recruitment
 - a) Available, insisting
 - b) Available, making
 - c) Potential, Attracting
 - d) Potential, insisting
3. The term procurement stands for _____.
 - a) Recruitment & selection
 - b) Promotion
 - c) Purchase
 - d) T & D
4. _____ is a selection test to judge the coordination between hands & eye.
 - a) Personality test
 - b) Intelligence Test
 - c) Psycho motor test
 - d) None of the above
5. Talent Management is a _____ Process
 - a) Constant
 - b) Retrospective
 - c) Planned
 - d) None of the above

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

(20)

1. Talent Management is steady on its pillars. Explain them.
2. What are the various techniques to boost your organization's talent acquisition?
3. What are a few quick tips to maximize employee retention during the succession planning process?
4. Define Talent Acquisition and Retention. What are the objectives of Talent Management?

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

(10)

1. Talent management strategy
2. Succession planning
3. Benefits of talent acquisition

SECTION – II

Q. 4. Case Study

(15)

Post Covid there are many companies who are facing the challenge of retaining their existing workforce and attracting qualified workers to fill vacated positions. Workers priorities and real needs are changing. An employee Ajay who works on a line production called his HR manager Priya to tell her that to be financially stable he needed Rs 50 per hour increase in pay. But around 60 days earlier he told the same manager that he needed to make Rs 200 per hour. This would put him at management level wage. During his conversation with Priya on January 1, that is about 2 months later he shared that he had trained a person in his previous company and that person is now making Rs 200 per hour. Ajay now wants Rs 400 per hour. Neither wage seemed doable.

Ajay was also going through a divorce. It was unknown whether Ajay's absence was related to family issues or burnout at work, financial issues or something else. Priya conducted a basic skills survey required for Ajay's position. Her goal was to identify best person on line production in place of Ajay. But in the survey Ajay was ranked 2nd out of eight. With these results Priya could justify a higher wage for Ajay, but could not see how she could manage 400 per hour as per Ajay's requirement.

Questions:

Kindly provide an inclusive package with a pay increase for Ajay.
Will additional benefits help to retain Ajay?

Solve the above case using following steps.

- Step 1: Write down facts of the case
- Step 2: SWOT analysis of the case
- Step 3: Give your assumptions
- Step 4: Answer the questions
- Step 5: Title the case

Q. 5. Answer the following:

(10)

- a) What are the factors that affect an employee's choice to leave an organization?

OR

- b) They say that there are some Myths about Talent Management. Describe them.