Register No.: ……………………… Name.: ……………………………………………………..

SAINTGITS COLLEGE OF ENGINEERING (AUTONOMOUS)

(AFFILIATED TO APJ ABDUL KALAM TECHNOLOGICAL UNIVERSITY, THIRUVANANTHAPURAM)

FOURTH SEMESTER MBA DEGREE EXAMINATION (Regular), JULY 2022

(2020 Scheme)

Course Code :   **20MBA222**

Course Name: **Talent Source & Acquisitions**

Max. Marks :   **60**   **Duration: 3 Hours**

PART A

(Answer all questions. Each question carries 2 marks)

1. Recall the concept of Talent Management.
2. How Boolean Search aids in Job Requisition?
3. Relate Succession planning with Talent Acquisition.
4. How far retention data is useful for Talent Management?
5. Define Talent Metrics.

PART B

(Answer any 3 questions. Each question carries 10 marks)

6. Discuss the stages included in talent management process
7. Write short notes on the benefits of social media to recruit.
8. Explain the need of socialization and induction for new employees.
9. Being an HR professional how will you extract the process of talent departure among middle level managers in your firm.
10. Outline the role of measuring human capital investment in modern organizations.

PART C

(Compulsory question, the question carries 20 marks)

11. You are working as a training consultant in a medium sized organization. The HR head of the organization has given you the responsibility of designing a training programme for the newly hired first line sales managers. You have carried out the Training Need Analysis (TNA). The result of TNA indicate that the sales managers need training on company policies and procedures, handling customer complaints and motivating sales executives who are reporting to them.

 Answer the following questions.

 a) What learning principles will you build in the training programme?   Marks (8)

 b) What training methods would you use? Justify your choices.   Marks (6)

 c) How would you make the training programme more effective?   Marks (6)

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