

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

## SAINTGITS COLLEGE OF ENGINEERING (AUTONOMOUS)

(AFFILIATED TO APJ ABDUL KALAM TECHNOLOGICAL UNIVERSITY, THIRUVANANTHAPURAM)

FOURTH SEMESTER MBA DEGREE EXAMINATION (S), SEPT 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. List the need & importance of Talent Management?
2. Describe the role of employer branding in talent management?
3. List out the use and benefits of Assessment center?
4. Recall the different talent retention strategies adopted by organizations
5. What is the importance of talent metrics

### PART B

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

6. "The right people at the right time are much more than just a process." Explain the role of HR in Talent management?
7. "Large number of organizations are leveraging social media for talent sourcing". Explain the role of social media for Talent Sourcing
8. "Onboarding is more important than ever with today's environment", Explain how an effective onboarding process provide significant advantage to organizations?
9. "Employee engagement is a catalyst for success and sustainability that cannot be ignored." How far this statement is agreeable to you? Give reason for your response
10. Analyze the contemporary issues in talent management with live examples.

### PART C

*(Compulsory question, the question carries 20 marks)*

11. A company X Ltd. is setting up a new plant in India for manufacturing auto components. India is highly competitive and cost-effective production base in this sector, X Ltd. is planning to capture about 40% of the market share in India and also export to the tune of at least \$5 million in about 2 years of its planned operations. To achieve these targets, it requires a highly trained and motivated work force. You have been retained by the company to advise it in this matter.
  - a) Outline the process of staffing the company should flow. Which sources of recruitment should the company rely upon? Give reasons for your recommendation.

Marks (10)

- b) Outline the process of selection the company should follow with reasons. Which methods of training and development should company initiate? Explain giving reasons

Marks (10)

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