



Reg. No. :

Name :

**Second Semester M.A. (Human Resource Management) Degree
Examination, August 2015
HRM 2.2.2 – TALENT MANAGEMENT
(2014 Admission)**

Time : 3 Hours

Max. Marks : 75

PART – I

Answer **all** questions. Answer should **not** exceed **50** words.

Write brief notes on :

1. Systems, Policies, Practices.
2. Job analysis and Job evaluation.
3. Demand and Supply side of HR market.
4. Psychological Tests.
5. HRD Philosophy.
6. HRD competencies and Culture.
7. HRIS.
8. Strategic vs Transactional functions of HR.
9. HR Retention.
10. HR Accounting.

(10×2 = 20 Marks)

PART – II

Answer **any five** questions. Answer should **not** exceed **500** words.

11. Discuss 'Training Need identification' as a strategic HR activity.
12. Discuss Job description and job specification as outputs of job analysis.



13. Develop a service condition document for a Public Relations officer for a tyre manufacturing company.
14. Discuss the pros and cons of 'make or buy policy' in recruitment for a mid level software development firm.
15. 'The focus of recruitment is maximal whereas that of selection is parsimony'. Discuss.
16. Discuss how Competency is different from skill.
17. What are the components of systems approach to HRD ?
18. How does ERP differ from HRIS ? (5×5 = 25 Marks)

PART – III

Answer **any two** questions. Answer should **not** exceed **1200** words.

19. Discuss advantages and disadvantages of group discussion as a selection tool.
20. 'The future of knowledge acquisition is disruptive' and therefore a challenge for HR managers. Comment.
21. Discuss productivity in the operational functions of HR.
22. Traditional concepts of talent management must give way to innovative ones. Discuss. (2×15=30 Marks)