



Reg. No. :

Name :

Second Semester M.A. Degree Examination, August 2017
HUMAN RESOURCE MANAGEMENT
HRM 2.2.2 : Talent Management
(2014 Admission Onwards)

Time : 3 Hours

Max. Marks : 75

PART – I

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

Write brief notes on :

1. HR enablers and deliverables.
 2. Job analysis and job evaluation.
 3. 'HR demand forecasting'.
 4. HR metrics and ratios.
 5. Differentiate between 'talent management' and 'performance management'.
 6. Strategic HRM competencies.
 7. HR as change initiator for talent management.
 8. Aligning HR for business strategy.
 9. Recruitment for retention.
 10. HR and value addition.
- (10x2=20 Marks)**

PART – II

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

11. Discuss the right training method as a strategic HR activity.
12. Discuss the role of the HR expert in recruitment as opposed to that of the functional expert.

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13. Develop a job description for a project director for an NGO.
14. 'Integrated nature of recruitment, training, performance management and retention.'
15. 'Best Employer surveys' indicate the turnaround in the labour market. Discuss.
16. Discuss 'talent deficit' in spite of the proliferation of technical education in the country and possible solution.
17. Discuss how HR managers can contribute to the effective development and deployment of manpower in the country.
18. Discuss the importance of a national level data base for effective talent management. (5×5=25 Marks)

PART – III

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

19. Discuss retention issues in a leadership change scenario.
 20. 'The strategic nature of HR retention is less appreciated'. Comment.
 21. How does HR practices differ broadly for the public and the private sector ?
 22. Discuss productivity in the post industrial scenario. (2×15=30 Marks)
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