



(Pages : 2) 56

A – 5800

Reg. No. :

Name :

**Second Semester M.A. (Human Resource Management)
Degree Examination, August 2016
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. Procedures, processes and practices.
2. Job description and job specification.
3. 'HR market demand is a derived demand'. Comment.
4. Psychometry as an essential tool in certain jobs.
5. Differentiate between 'talent management' and 'training and development'.
6. New competencies required for HR managers.
7. Different levels of HR software.
8. Transactional functions of HR giving way to strategic functions.
9. HR retention in times of a buoyant economy.
10. HR enablers and deliverables.

(10×2=20 Marks)

PART – II

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

11. Discuss 'Training Evaluation' as a strategic HR activity.
12. Discuss the role of the HR expert in recruitment as opposed to that of the functional expert.

P.T.O.



13. Develop a job description for a junior HR Executive.
14. 'Selection is for talent and training is for culture'. Comment.
15. 'Employer of choice' is the order of the day in an HR sellers' market. Discuss.
16. Discuss knowledge, skills, attitudes and habits with reference to any job description of your choice.
17. Discuss how HR can handle the integrating and differentiating tendencies in an organization for effective talent retention.
18. Discuss the importance of DBMS for talent management. **(5×5=25 Marks)**

PART – III

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

19. Discuss retention issues in a merger scenario.
20. 'The role and deliverables of HR are mostly intangible and therefore less appreciated'. Comment.
21. How does HR practices differ broadly for the services and manufacturing sector ?
22. Discuss productivity in the managerial functions of HR. **(2×15=30 Marks)**