Program:	M.Com	Semester:	III	Program Code:	PGCOM01
Course:	Talent Management			Course Code:	59133
Duration:	2 Hour	Examination Pattern:	NEP-Autonomous- External	Max. Marks:	50

Instructions:

1. All questions are compulsory.
2. Figures to the right indicate full marks.
3. Draw neat diagrams wherever necessary.
4. CO (Course Outcome), KL (Knowledge Level).

Examination:

REGULAR

Q. 1		**Read the following case study and answer the following questions:**	[10]	CO's	KL's
		Nova Retail Pvt. Ltd. expanded rapidly by opening stores in several cities. However, the organisation faced difficulties in managing its talented workforce. Employees complained that promotions were based mainly on seniority rather than performance and skills. Managers rarely communicated performance expectations, and employees received little feedback about their strengths and areas for improvement. The HR department conducted a talent audit and identified important attributes required for effective talent management, including leadership ability, adaptability, communication skills, technical competence, learning orientation and teamwork. Based on the findings, the company introduced competency-based performance appraisal, leadership development programmes and cross-functional assignments. Employees were encouraged to learn new skills and take responsibility for challenging projects. Managers were also instructed to provide regular feedback and identify employees with high potential. These measures helped Nova Retail create a more transparent system for identifying and developing talent while aligning employee capabilities with organisational requirements.			
	(a)	Suggest two ways in which cross-functional assignments can help employees develop their talent.	**03**	**CO2**	**L3**
	(b)	Analyse how leadership ability, adaptability and learning orientation contribute to effective talent management.	**03**	**CO2**	**L4**
	(c)	Analyse the problems created when promotions are based on seniority rather than performance and competencies.	**04**	**CO2**	**L4**
Q. 2		**Attempt the following.**	[10]	CO's	KL's
	(a)	What is Talent Management? Explain the major functions of Talent Management.		**CO1**	**L1 L2**
		OR			
	(b)	Enlist and explain the 3 C's of Talent Management.		**CO1**	**L2**
Q. 3		**Attempt the following.**	[10]	CO's	KL's
	(a)	How does Employee Engagement contribute to effective Talent Management?		**CO2**	**L2**
		OR			
	(b)	Discuss the Selection Process Techniques used for identifying suitable talent.		**CO2**	**L2**

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Q. 4		**Attempt the following.**	**[10]**	**CO's**	**KL's**
	(a)	Elaborate on the characteristics of the Indian Service Sector and how do they influence Talent Management?		**CO1**	**L2**
		OR			
	(b)	What are the challenges faced by Indian Railways in terms of Talent Management?		**CO1**	**L2**
Q. 5		**Attempt the following.**	**[10]**	**CO's**	**KL's**
	(a)	Analyse how nepotism in government machinery contributes to the talent crunch.		**CO2**	**L4**
		OR			
	(b)	Analyse how the objectives of the National Education Policy (NEP) 2020 contribute to effective talent management.		**CO2**	**L4**

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