

SREENIVASA INSTITUTE *of* TECHNOLOGY *and* MANAGEMENT STUDIES
(AUTONOMOUS)

(TALENT MANAGEMENT)

QUESTION BANK

II MBA / I - SEMESTER

REGULATION: R22



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BY

FACULTY INCHARGE : DR.C.JYOTHSNA, ASSISTANT PROFESSOR

DEPARTMENT : MASTER OF BUSINESS ADMINISTRATION



SREENIVASA INSTITUTE OF TECHNOLOGY AND MANAGEMENT STUDIES

(Autonomous)

Department of Management Studies

QUESTION BANK

Talent Management (18MBA213C)



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II MBA I Semester

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22MBA213C Talent Management

Course Educational Objectives:

CEO1: To acquire and understand the basic concepts of Talent Management.

CEO2: To make understand about Talent Management System

CEO3: To make aware of talent management process in business.

CEO4: To understand Talent Management strategies

CEO5: To understand the contribution of talent in accomplishment of individual and corporate objectives.

UNIT I: Introduction to Talent Management: Introductions, concept and scope of Talent Management, Need of Talent Management, Key Processes of Talent Management, Source of Talent Management, Consequences of Failure in Managing Talent, Tools for Managing Talent

UNIT II: Building Blocks for Talent Management: Introduction, Effective Talent Management System, Building Blocks of Effective Talent Management System

Talent Management System: Introduction, Critical Success Factors to Create Talent Management System, critical success factors of best practice Talent Management System, Elements of Talent Management System

UNIT III : Life Cycle of Talent Management: Introduction, Linkage between Talent Management Process and Workforce, Importance of Talent Management Process, Important Steps to Assess Talent Management Process, Stages of Talent Management, Essentials of Talent Management Process

UNIT IV: Approaches to Talent Management: Talent Management Approaches, Developing a Talent Management Strategy, Mapping Business Strategies and Talent Management Strategies, Post Recession Challenges of Talent Management

UNIT V: Talent Planning: Objectives of Talent Planning, Steps in Strategic Talent Planning, Succession Planning Program.

Talent Acquisition: Strategic Trends in Talent Acquisition.

Talent Engagement and Retention: Retaining and Engaging Workers, Best Practices for Talent Engagement, Improving Employee Retention



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Course Outcomes:

On successful completion of the course the student will be able to		POs related to COs
CO1	Understand and acquire knowledge on the basic concepts of Talent Management	PO1,
CO2	Understanding about Talent Management System	PO1, PO6
CO3	Knowledge of talent management process in business.	PO1, PO6
CO4	Acquire the Knowledge of Talent Management strategies.	PO1,
CO5	Understanding the contribution of talent in accomplishment of individual and corporate objectives.	PO1

Reference Books:

1. Berger L.A and Berger D.R, The Talent management handbook, McGraw Hill Education India
2. Lawler III, Edward E, Talent: Managing Talent Retention, An ROI Approach, A Wiley Imprint
3. David, Tony, Maggie Cutt, Neil Flynn, Peter Mowl and Simon Orme, Talent Assessment, Gower Publishing Limited, Hampshire Limited



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Question No.	Questions	PO Attainment
UNIT – 1: Introduction to Talent Management		
PART-A (Two Marks Questions)		
1	Define Talent	PO1
2	Define Talent Management	PO1
3	Explain the meaning of Talent Management	PO1
4	What are the objectives of Talent Management	PO1
5	What is Talent Management and why it is important	PO1
6	What is Talent Procurement	PO1
7	What do you mean by Retention of Talent	PO1
8	Define Employee Turnover	PO1
9	State the relationship between Talent acquisition and Talent retention	PO1
10	Mention few initiatives of Talent Management	PO1
11	State some benefits of Talent Management to employees	PO1
12	List out few benefits of Talent Management to organization	PO1
13	Write short notes on need of Talent Management	PO1
14	Discuss about the concepts in Talent Management	PO1
15	What is the scope of Talent Management	PO1
16	Write short notes on importance of Talent Management	PO1
17	What are the sources of Talent Management	PO1
18	Mention the steps in Talent Management process	PO1
19	What are the consequences of failure in managing talent	PO1
20	Discuss few tools in managing talent	PO1
PART-B (Ten Marks Questions)		
1	Define Talent? Discuss about the objectives and scope of Talent Management	PO1
2	Define Talent Management? Discuss about the concepts and importance of Talent Management	PO1
3	Explain the meaning of Talent Management. What is the need of Talent Management in organization	PO1
4	Discuss the benefits of Talent Management towards employees and organization	PO1
5	What are the initiatives of Talent Management in the organization	PO1
6	List out the process of Talent Management in the organization	PO1
7	What are the various sources of Talent Management. What does the major role played by the	PO1



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	organization in retention of employees	
8	Elucidate the consequences of failure in managing talent in the organization	PO1
9	Discuss in detail the tools in managing talent in the organization	PO1
10	What are the steps to be taken by the management to attract and retain talent in the organization	PO1

Question No.	Questions	PO Attainment
UNIT – 2: Talent Management System and Competency Mapping		
PART-A (Two Marks Questions)		
1	Define Talent Management System	PO1,PO6
2	Define the Meaning of Talent Management System	PO1,PO6
3	List out few building blocks for Talent Management System	PO1,PO6
4	What is effective Talent Management System	PO1,PO6
5	Difference between Talent Management System and Talent Management	PO1,PO6
6	Write short notes on building blocks of effective Talent Management System	PO1,PO6
7	List out few best practices of Talent Management System	PO1,PO6
8	Mention any few elements of Talent Management System	PO1,PO6
9	What are the critical success factors of Talent Management System	PO1,PO6
10	List out few challenges of Talent Management System	PO1,PO6
11	What is Talent Acquisition	PO1,PO6
12	What is Talent Engagement	PO1,PO6
13	Define Talent Development	PO1,PO6
14	Define Talent Retention	PO1,PO6
15	What is Talent Management Metrics	PO1,PO6
16	What is Talent Review Committees	PO1,PO6
17	What is Integrated Talent Management Information System	PO1,PO6
18	List out few benefits of having Talent Management System	PO1,PO6
19	What is Career Development	PO1,PO6
20	Define Succession Planning	PO1,PO6
PART-B (Ten Marks Questions)		
1	What are the building blocks for Talent Management System	PO1,PO6
2	Explain in detail about effective Talent Management System	PO1,PO6
3	Elucidate the building blocks of effective Talent Management System	PO1,PO6
4	Define Talent Management System? What are the key components of effective Talent Management System	PO1,PO6
5	Mention the critical success factors to create Talent Management System	PO1,PO6
6	State the best practices of Talent Management System	PO1,PO6



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7	Explain in detail about the elements of Talent Management System	PO1,PO6
8	What are the various challenges of Talent Management System	PO1,PO6
9	Justify Talent management System and what are the benefits of it in the organization	PO1,PO6
10	How does Talent Management Strategy to Create a Higher-Performing Workforce	PO1,PO6

Question No.	Questions	PO Attainment
UNIT – 3: Life Cycle of Talent Management		
PART-A (Two Marks Questions)		
1	Define life cycle of Talent Management	PO1,PO6
2	What is Talent Management	PO1,PO6
3	What are the steps in life cycle of Talent Management	PO1,PO6
4	Define workforce	PO1,PO6
5	What is the link between Talent Management and workforce	PO1,PO6
6	Mention few steps in Talent Management Process	PO1,PO6
7	What is the importance of Talent Management process	PO1,PO6
8	List out few benefits of Talent Management process	PO1,PO6
9	What do you mean by assessing Talent Management process	PO1,PO6
10	List out few stages of Talent Management	PO1,PO6
11	Mention any few essentials of Talent Management process	PO1,PO6
12	Define Employee Deployment	PO1,PO6
13	Define Employee Engagement	PO1,PO6
14	State the difference between Employee Deployment and Employee Retention	PO1,PO6
15	State the difference between Employee Engagement and Employee Retention	PO1,PO6
16	Write short notes on Compensation Planning	PO1,PO6
17	Write short notes on Coaching	PO1,PO6
18	Write short notes on Performance Management	PO1,PO6
19	Write short notes on Performance Appraisal	PO1,PO6
20	Define feedback	PO1,PO6
PART-B (Ten Marks Questions)		
1	Define life cycle of Talent Management? Explain in detail the various steps in life cycle of Talent Management	PO1,PO6
2	Elucidate in detail the linkage between Talent Management and work force	PO1,PO6
3	Define Talent Management? What is the importance of Talent Management	PO1,PO6
4	Define Talent Management? What is the process of Talent Management	PO1,PO6
5	What are the various stages in Talent Management system	PO1,PO6



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6	What are the various steps in assessing Talent Management process	PO1,PO6
7	Define the importance of Talent Management and its process in the organization with an example	PO1,PO6
8	List out the various stages of Talent Management system in the organization	PO1,PO6
9	What are the essentials of Talent Management process in the organization	PO1,PO6
10	Justify Talent Management with respect to its stages and its importance in the organization	PO1,PO6

Question No.	Questions	PO Attainment
UNIT – 4: Approaches to Talent Management		
PART-A (Two Marks Questions)		
1	Define Talent Management approach	PO1
2	What is Talent Management Strategy	PO1
3	How do you develop a Talent Management Strategy	PO1
4	Define Business Strategy	PO1
5	Define the term Mapping Business Strategy	PO1
6	What do you mean by Post Recession Challenges	PO1
7	Define the term Post Recession Challenges of Talent Management	PO1
8	What do you mean by Developing Job Descriptions	PO1
9	Define Provide Development Opportunities	PO1
10	Define Performance Assessments	PO1
11	What is Selection Process	PO1
12	How do you evaluate Effective Compensation	PO1
13	What is job descriptions	PO1
14	How do you Assess candidate cultural fit	PO1
15	What is continuous training and development opportunities	PO1
16	What do you mean by employees with rewards and recognition	PO1
17	What is an honest career path	PO1
18	How do you maintain work relationships in the organization	PO1
19	What do you mean by hiring and retaining talented employees	PO1



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20	What do you mean by learning and motivation	PO1
PART-B (Ten Marks Questions)		
1	What are the various approaches of Talent Management? Explain in detail	PO1
2	How do you develop Talent Management strategies in the organization	PO1
3	State the five strategy approaches of Talent Management in the organization	PO1
4	Define Business Strategies? How do you map it with business	PO1
5	What are the various mapping strategies in Talent Management System	PO1
6	How is Talent Management done in practice?	PO1
7	Focus – Where is Talent Management needed in organization	PO1
8	What is Talent Management drivers in the organization	PO1
9	What are the post recession challenges of Talent Management	PO1
10	How will we assess impact of Talent Management on post recession challenges of Talent Management	PO1

Question No.	Questions	PO Attainment
UNIT – 5: Talent Planning and Acquisition		
PART-A (Two Marks Questions)		
1	Define talent planning	PO1
2	List out few objectives of talent planning	PO1
3	Define Strategic talent planning	PO1
4	List out few steps in Strategic talent planning	PO1
5	What do you mean by Succession planning Program	PO1
6	Define Talent Acquisition	PO1
7	State few trends in Talent Acquisition	PO1
8	Define Talent engagement	PO1
9	What do you mean by retaining and engaging workforce	PO1
10	List out few steps to improve employee retention	PO1
11	What are the measures to take employee retention	PO1
12	How the organization engages an employee	PO1
13	Differentiate between Employee engagement and Retention	PO1
14	Why do employees leave during retention process	PO1
15	What is the reasons of Employee Retention	PO1
16	Define employee retention strategies	PO1
17	What is the Role of leaders in employee retention	PO1
18	What is the Role of organization in employee retention	PO1
19	What is the Qualities for better employee retention	PO1
20	What is the Effects of poor employee retention	PO1



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PART-B (Ten Marks Questions)		
1	How will we prepare for Talent mobilization	PO1
2	How can we seamlessly fit into the digital workforce of the future	PO1
3	Enumerate employee retention strategies in the organization	PO1
4	What is Employee Retention? How to overcome poor employee retention	PO1
5	Define talent planning? What are the steps in strategic talent planning	PO1
6	Define talent acquisition? What are the strategic trends in talent acquisition	PO1
7	Mention what are the various strategies in Talent Engagement	PO1
8	What are the best practices of talent management in the organization	PO1
9	Identify the best practices for talent engagement	PO1
10	What are the employee engagement benefits in the organization	PO1

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