



SREENIVASA INSTITUTE OF TECHNOLOGY AND MANAGEMENT STUDIES
[AUTONOMOUS], CHITTOOR - 517 127
DEPARTMENT OF MANAGEMENT STUDIES

QUESTION BANK

For the Course: TALENT MANAGEMENT

Master of Business Administration (MBA)

*"Your talent determines what you can do. Your motivation determines how much you are willing to do.
Your attitude determines how well you do it."*

— **Lou Holtz**

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Academic Year: 2025–2026

II MBA – Semester-III						
Course Code		TALENTMANAGEMENT	L	T	P	C
22MBA233C			4	0	0	4
Course Educational Objectives:						
CEO1: To acquire and understand the basic concepts of Talent Management.						
CEO2: To understand about Talent Management System and Competency mapping.						
CEO3: To make awareness on 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				LectureHrs:8	
Talent Management: Meaning and significance of talent management-attracting talent, retaining talent- Consequences of Failure in Managing Talent, Tools for Managing Talent Management.						
UNIT-II	Talent Management System and Competency Mapping				LectureHrs:12	
Introduction-FactorsofTalentManagementSystem-BuildingBlocksofEffectiveTalent Management System - Elements of Talent Management System						
CompetencyMapping: Featuresofcompetencymapping,approachestomapping,Competency mapping procedures and steps						
UNIT-III	Life Cycle of Talent Management				LectureHrs:10	
Introduction-TalentManagementProcess-LinkagebetweenTalentManagementProcessand Workforce - Essentials of Talent Management process- performance linked career planning.						
UNIT-IV	Approaches to Talent Management				Lecture Hrs:8	
TalentManagementApproaches,DevelopingaTalentManagementStrategy,MappingBusiness Strategies and Talent Management Strategies, Post Recession Challenges of Talent Management						
UNIT-V	Talent Planning and Acquisition				LectureHrs:12	
Objectives of Talent Planning, Steps in Strategic Talent Planning, Succession Planning Program.						
Talent Acquisition: Strategic Trends in Talent Acquisition.						
TalentEngagementandRetention: RetainingandEngagingWorkers,BestPracticesforTalent Engagement, Improving Employee Retention						



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Course Outcomes On successful completion of the course the student will be able to,		POs& PSOs related To COs
CO1	Explain the basic concepts of Talent Management.	PO1,PO2,PO3,PO6, PSO1, PSO2
CO2	Apply the concept Of talent management system and competency mapping.	PO1,PO2,PO3,PO6 , PSO1, PSO2
CO3	Demonstrate the knowledge of talent management process in business.	PO1,PO2,PO3,PO6 , PSO1, PSO2
CO4	Examine talent management strategies.	PO1,PO2,PO3,PO6 , PSO1, PSO2
CO5	Outline the contribution of talent in accomplishment of individual and corporate objectives.	PO1,PO2,PO3,PO6 , PSO1, PSO2
Text Books:		
1. TalentManagement:HowtoAttractandKeeptheBestPeople(TheHighPerformanceSeries), Mark Miller, 2018. 2. The Talent Management Handbook, 3/e, Creating a Sustainable Competitive Advantage,Lance Berger, 2004.		
Reference Books:		
1. BergerL.AandBergerD.R,TheTalent managementhandbook,McGrawHillEducation India, 2017. 2. LawlerIII, EdwardE,Talent:ManagingTalentRetention, AnROIApproach, AWileyImprint-2008.		
Online Learning Resources:		
https://www.spiceworks.com/hr/talent-management/articles/what-is-talent-management/ https://www.smartrecruiters.com/resources/glossary/talent-acquisition/ https://artofmentoring.net/systemic-talent-life-cycle/ https://blog.vantagecircle.com/employee-engagement-activities/		

COURSEOUTCOMES VSPOsMAPPING (DETAILED;HIGH:3;MEDIUM:2;LOW:1):

Course	PO CO	PO 1	PO 2	PO 3	PO 4	PO 5	PO 6	PO 7	PO 8	PSO1	PSO2
C2303C:TALENT MANAGEMENT	C2303C.1	2	2	1	-	-	3	-	-	2.3	1
	C2303C.2	2	2	1	-	-	3	-	-	2.3	1
	C2303C.3	2	2	2	-	-	3	-	-	2.3	2
	C2303C.4	2	2	1	-	-	3	-	-	2.3	1
	C2303C.5	2	2	1	-	-	3	-	-	2.3	1
	C2303C	2	2	1.2	-	-	3	-	-	2.3	1.2



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Question No.	Questions	PO Attainment
UNIT-1: Introduction to Talent Management (CO1)		
PART-A (Two Marks Questions)		
1	What is meant by talent management?	PO1(2), PO2(2)
2	Mention any two key objectives of talent management.	PO1(2), PO2(2)
3	What are the main steps involved in attracting talent?	PO1(2), PO2(2)
4	Give two consequences of failure in managing talent.	PO1(2), PO2(2)
5	Name any two tools commonly used for talent management.	PO1(2), PO2(2)
6	Define the term “talent retention.”	PO1(2), PO2(2)
7	List any two factors that influence talent attraction.	PO1(2), PO2(2)
8	What is the role of HR in talent management?	PO1(2), PO2(2)
9	Mention two benefits of effective talent management.	PO1(2), PO2(2)
10	What is the difference between talent acquisition and talent management?	PO1(2), PO2(2)
PART-B(Ten Marks Questions)		
1	Explain the meaning and significance of talent management in modern organizations.	PO1(2), PO2(2), PO3(1), PO6(3)
2	Discuss various strategies used for attracting and retaining talent in an organization.	PO1(2), PO2(2), PO3(1), PO6(3)
3	Analyze the consequences of failure in managing talent with suitable examples.	PO1(2), PO2(2), PO3(1), PO6(3)
4	Describe the different tools and techniques used in effective talent management.	PO1(2), PO2(2), PO3(1), PO6(3)
5	Evaluate the importance of talent retention in achieving organizational success.	PO1(2), PO2(2), PO3(1), PO6(3)
6	Discuss the role of Human Resource Management in developing and implementing talent management strategies.	PO1(2), PO2(2), PO3(1), PO6(3)
7	Examine the challenges organizations face in retaining top talent in the current competitive environment.	PO1(2), PO2(2), PO3(1), PO6(3)
8	Explain how technology and digital tools support talent management practices.	PO1(2), PO2(2), PO3(1), PO6(3)
9	Describe the process of identifying and nurturing talent within an organization.	PO1(2), PO2(2), PO3(1), PO6(3)
10	Critically evaluate how poor talent management affects organizational productivity and morale.	PO1(2), PO2(2), PO3(1), PO6(3)



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DEPARTMENT OF MANAGEMENT STUDIES

UNIT-2: Talent Management System and Competency Mapping (CO2)		
PART-A (Two Marks Questions)		
1	What is a Talent Management System (TMS)?	PO1(2), PO2(2)
2	List any two key factors of a Talent Management System.	PO1(2), PO2(2)
3	Mention two building blocks of an effective Talent Management System.	PO1(2), PO2(2)
4	What are the core elements of a Talent Management System?	PO1(2), PO2(2)
5	Define competency mapping.	PO1(2), PO2(2)
6	State any two features of competency mapping.	PO1(2), PO2(2)
7	What is the purpose of competency mapping in HR management?	PO1(2), PO2(2)
8	Name any two approaches used in competency mapping.	PO1(2), PO2(2)
9	What is the first step in the competency mapping process?	PO1(2), PO2(2)
10	Mention one benefit of implementing a Talent Management System.	PO1(2), PO2(2)
PART-B (Ten Marks Questions)		
1	Explain the concept of a Talent Management System and its significance in modern organizations.	PO1(2), PO2(2) PO3(1), PO6(3)
2	Discuss the major factors influencing an effective Talent Management System.	PO1(2), PO2(2) PO3(1), PO6(3)
3	Describe the building blocks of an effective Talent Management System with suitable examples.	PO1(2), PO2(2) PO3(1), PO6(3)
4	Examine the key elements that contribute to a successful Talent Management System.	PO1(2), PO2(2) PO3(1), PO6(3)
5	Define competency mapping and discuss its importance in employee development.	PO1(2), PO2(2) PO3(1), PO6(3)
6	Explain the major features and objectives of competency mapping.	PO1(2), PO2(2) PO3(1), PO6(3)
7	Compare and contrast different approaches to competency mapping.	PO1(2), PO2(2) PO3(1), PO6(3)
8	Describe the step-by-step procedure involved in competency mapping.	PO1(2), PO2(2) PO3(1), PO6(3)
9	Analyze the relationship between competency mapping and talent management.	PO1(2), PO2(2) PO3(1), PO6(3)
10	Discuss how integrating competency mapping into a Talent Management System enhances organizational performance.	PO1(2), PO2(2) PO3(1), PO6(3)



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[AUTONOMOUS], CHITTOOR - 517 127
DEPARTMENT OF MANAGEMENT STUDIES

UNIT-3: Life Cycle of Talent Management (CO3)		
PART-A (Two Marks Questions)		
1	What is meant by the life cycle of talent management?	PO1(2), PO2(2), PO3(2)
2	Define the talent management process.	PO1(2), PO2(2), PO3(2)
3	List any two stages of the talent management life cycle.	PO1(2), PO2(2), PO3(2)
4	What is the linkage between talent management and workforce planning?	PO1(2), PO2(2), PO3(2)
5	Mention any two essentials of an effective talent management process.	PO1(2), PO2(2), PO3(2)
6	What is meant by performance-linked career planning?	PO1(2), PO2(2), PO3(2)
7	Give two benefits of performance-linked career planning.	PO1(2), PO2(2), PO3(2)
8	State one objective of the talent management process.	PO1(2), PO2(2), PO3(2)
9	Mention any two key activities involved in talent development.	PO1(2), PO2(2), PO3(2)
10	What role does performance appraisal play in talent management?	PO1(2), PO2(2), PO3(2)
PART-B (Ten Marks Questions)		
1	Explain the life cycle of talent management and its importance in organizational success.	PO1(2), PO2(2), PO3(2), PO6(3)
2	Discuss in detail the steps involved in the talent management process.	PO1(2), PO2(2), PO3(2), PO6(3)
3	Analyze the linkage between talent management and workforce planning with suitable examples.	PO1(2), PO2(2), PO3(2), PO6(3)
4	Elaborate on the essentials of an effective talent management process.	PO1(2), PO2(2), PO3(2), PO6(3)
5	Describe how talent acquisition, development, and retention form part of the talent management life cycle.	PO1(2), PO2(2), PO3(2), PO6(3)
6	Examine the significance of aligning talent management with organizational goals and workforce strategy.	PO1(2), PO2(2), PO3(2), PO6(3)
7	Discuss the concept and importance of performance-linked career planning in human resource development.	PO1(2), PO2(2), PO3(2), PO6(3)
8	Explain how performance management and career planning are interconnected in the talent management process.	PO1(2), PO2(2), PO3(2), PO6(3)
9	Evaluate the challenges faced by organizations in implementing an effective talent management life cycle.	PO1(2), PO2(2), PO3(2), PO6(3)
10	Suggest strategies for integrating performance-linked career planning into the overall talent management system	PO1(2), PO2(2), PO3(2), PO6(3)



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[AUTONOMOUS], CHITTOOR - 517 127
DEPARTMENT OF MANAGEMENT STUDIES

UNIT-4: Approaches to Talent Management (CO4)		
PART-A (Two Marks Questions)		
1	What is meant by talent management approach?	PO1(2), PO2(2)
2	Mention any two traditional approaches to talent management.	PO1(2), PO2(2)
3	Define strategic talent management.	PO1(2), PO2(2)
4	What is the importance of aligning business strategy with talent management strategy?	PO1(2), PO2(2)
5	State any two steps involved in developing a talent management strategy.	PO1(2), PO2(2)
6	What are post-recession challenges in managing talent?	PO1(2), PO2(2)
7	Mention any two key components of a talent management strategy.	PO1(2), PO2(2)
8	Define the term “talent pipeline.”	PO1(2), PO2(2)
9	Give two examples of modern approaches to talent management.	PO1(2), PO2(2)
10	What is the role of leadership in implementing talent management approaches?	PO1(2), PO2(2)
PART-B (Ten Marks Questions)		
1	Explain various approaches to talent management with suitable examples.	PO1(2), PO2(2), PO3(1), PO6(3)
2	Discuss the process of developing an effective talent management strategy.	PO1(2), PO2(2), PO3(1), PO6(3)
3	Analyze how business strategies can be mapped and aligned with talent management strategies.	PO1(2), PO2(2), PO3(1), PO6(3)
4	Examine the importance of integrating talent management into organizational strategic planning.	PO1(2), PO2(2), PO3(1), PO6(3)
5	Evaluate different models or frameworks of talent management approaches adopted by global organizations.	PO1(2), PO2(2), PO3(1), PO6(3)
6	Describe the key factors to consider while developing a sustainable talent management strategy.	PO1(2), PO2(2), PO3(1), PO6(3)
7	Discuss the challenges organizations face in managing talent in the post-recession period.	PO1(2), PO2(2), PO3(1), PO6(3)
8	Explain how changing economic and technological environments have influenced talent management approaches.	PO1(2), PO2(2), PO3(1), PO6(3)
9	Assess the impact of strategic alignment between business goals and talent management on organizational performance.	PO1(2), PO2(2), PO3(1), PO6(3)
10	Suggest measures to overcome post-recession challenges in retaining and developing talent.	PO1(2), PO2(2), PO3(1), PO6(3)



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[AUTONOMOUS], CHITTOOR - 517 127
DEPARTMENT OF MANAGEMENT STUDIES

UNIT-5: Talent Planning and Acquisition (CO5)		
PART-A (Two Marks Questions)		
1	What is meant by talent planning?	PO1(2), PO2(2)
2	State any two objectives of talent planning.	PO1(2), PO2(2)
3	Mention any two steps in strategic talent planning.	PO1(2), PO2(2)
4	Define succession planning.	PO1(2), PO2(2)
5	What is talent acquisition?	PO1(2), PO2(2)
6	Mention any two current strategic trends in talent acquisition.	PO1(2), PO2(2)
7	What is meant by talent engagement?	PO1(2), PO2(2)
8	State two ways to improve employee retention.	PO1(2), PO2(2)
9	Define employee retention.	PO1(2), PO2(2)
10	What is one best practice for engaging and retaining workers?	PO1(2), PO2(2)
PART-B (Ten Marks Questions)		
1	Explain the objectives and importance of talent planning in organizations.	PO1(2), PO2(2), PO3(1), PO6(3)
2	Discuss in detail the steps involved in strategic talent planning.	PO1(2), PO2(2), PO3(1), PO6(3)
3	Describe the concept and process of succession planning with suitable examples.	PO1(2), PO2(2), PO3(1), PO6(3)
4	Analyze the role of strategic trends in shaping modern talent acquisition practices.	PO1(2), PO2(2), PO3(1), PO6(3)
5	Evaluate how technology has influenced talent acquisition strategies in recent years.	PO1(2), PO2(2), PO3(1), PO6(3)
6	Explain various methods to retain and engage talented employees in organizations.	PO1(2), PO2(2), PO3(1), PO6(3)
7	Discuss the best practices for talent engagement and their impact on productivity.	PO1(2), PO2(2), PO3(1), PO6(3)
8	Examine the importance of employee retention in achieving organizational sustainability.	PO1(2), PO2(2), PO3(1), PO6(3)
9	Describe the relationship between talent planning, acquisition, and retention.	PO1(2), PO2(2), PO3(1), PO6(3)
10	Suggest strategies to improve employee retention and engagement in the post-pandemic workplace.	PO1(2), PO2(2), PO3(1), PO6(3)



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Note on PO Attainment Levels

The level of attainment of each **Program Outcome (PO)** reflects the depth of learning expected from the student.

It indicates whether the question measures knowledge, application, or evaluation skills as defined by Bloom's Taxonomy.

Level	Meaning	Description
1 – Low Level Attainment	<i>Knowledge / Understanding</i>	The question tests the student's ability to recall, define, list, or explain fundamental concepts. It reflects awareness and comprehension of basic theories and principles.
2 – Medium Level Attainment	<i>Application / Analysis</i>	The question requires the student to apply the learned concepts to analyze situations, interpret data, or explain managerial processes. It reflects practical and analytical understanding.
3 – High Level Attainment	<i>Evaluation / Creation / Strategic Thinking</i>	The question tests higher-order thinking — evaluating alternatives, making strategic judgments, or recommending innovative HR or business solutions. It demonstrates deep conceptual and professional competence.

Talent wins games, but teamwork and intelligence win championships."

— **Michael Jordan**

"The growth and development of people is the highest calling of leadership."

— **Harvey S. Firestone**

"Hire character. Train skill."

— **Peter Schutz**