



**SREENIVASA INSTITUTE OF TECHNOLOGY AND MANAGEMENT STUDIES
(AUTONOMOUS)**

QUESTION BANK

Year / Semester: II MBA III Semester

Regulation: R23

Subject and Code: Talent Management & 22MBA233 C

SYLLABUS



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

II MBA – Semester - III					
Course Code	TALENT MANAGEMENT	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	Lecture Hrs: 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	Lecture Hrs: 12			
Introduction- Factors of Talent Management System - Building Blocks of Effective Talent Management System - Elements of Talent Management System					
Competency Mapping : Features of competency mapping, approaches to mapping, Competency mapping procedures and steps					
UNIT - III	Life Cycle of Talent Management	Lecture Hrs:10			
Introduction- Talent Management Process -Linkage between Talent Management Process and Workforce - Essentials of Talent Management process- performance linked career planning.					
UNIT - IV	Approaches to Talent Management	Lecture Hrs:8			
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 and Acquisition	Lecture Hrs:12			
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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Max Marks: 10

S.No.	CO	Questions	BT
Unit I: Introduction to Talent Management			
1	1	Explain the meaning and significance of talent management in modern organizations.	L2
2	1	Discuss various strategies used for attracting and retaining talent in an organization.	L4
3	1	Analyze the consequences of failure in managing talent with suitable examples.	L4
4	1	Describe the different tools and techniques used in effective talent management.	L2
5	1	Evaluate the importance of talent retention in achieving organizational success.	L5
6	1	Discuss the role of Human Resource Management in developing and implementing talent management strategies.	L4
7	1	Examine the challenges organizations face in retaining top talent in the current competitive environment.	L4
8	1	Explain how technology and digital tools support talent management practices.	L2
9	1	Describe the process of identifying and nurturing talent within an organization.	L2
10	1	Critically evaluate how poor talent management affects organizational productivity and morale.	L5



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S.No.	CO	Questions	BT
Unit II: Talent Management System and Competency Mapping			
1	2	Explain the concept of a Talent Management System and its significance in modern organizations.	L2
2	2	Discuss the major factors influencing an effective Talent Management System.	L4
3	2	Describe the building blocks of an effective Talent Management System with suitable examples.	L2
4	2	Examine the key elements that contribute to a successful Talent Management System.	L4
5	2	Define competency mapping and discuss its importance in employee development.	L1
6	2	Explain the major features and objectives of competency mapping.	L2
7	2	Compare and contrast different approaches to competency mapping.	L4
8	2	Describe the step-by-step procedure involved in competency mapping.	L2
9	2	Analyze the relationship between competency mapping and talent management.	L4
10	2	Discuss how integrating competency mapping into a Talent Management System enhances organizational performance.	L5



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S.No.	CO	Questions	BT
Unit III: Life Cycle of Talent Management			
1	3	Explain the life cycle of talent management and its importance in organizational success.	L2
2	3	Discuss in detail the steps involved in the talent management process.	L4
3	3	Analyze the linkage between talent management and workforce planning with suitable examples.	L4
4	3	Elaborate on the essentials of an effective talent management process.	L2
5	3	Describe how talent acquisition, development, and retention form part of the talent management life cycle.	L2
6	3	Examine the significance of aligning talent management with organizational goals and workforce strategy.	L4
7	3	Discuss the concept and importance of performance-linked career planning in human resource development.	L4
8	3	Explain how performance management and career planning are interconnected in the talent management process.	L2
9	3	Evaluate the challenges faced by organizations in implementing an effective talent management life cycle.	L5
10	3	Suggest strategies for integrating performance-linked career planning into the overall talent management system	L6



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S.No.	CO	Questions	BT
Unit IV: Approaches to Talent Management			
1	4	Explain various approaches to talent management with suitable examples.	L2
2	4	Discuss the process of developing an effective talent management strategy.	L4
3	4	Analyze how business strategies can be mapped and aligned with talent management strategies.	L4
4	4	Examine the importance of integrating talent management into organizational strategic planning.	L4
5	4	Evaluate different models or frameworks of talent management approaches adopted by global organizations.	L5
6	4	Describe the key factors to consider while developing a sustainable talent management strategy.	L2
7	4	Discuss the challenges organizations face in managing talent in the post-recession period.	L5
8	4	Explain how changing economic and technological environments have influenced talent management approaches.	L2
9	4	Assess the impact of strategic alignment between business goals and talent management on organizational performance.	L5
10	4	Suggest measures to overcome post-recession challenges in retaining and developing talent.	L6



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S.No.	CO	Questions	BT
Unit V: Talent Planning and Acquisition			
1	5	Explain the objectives and importance of talent planning in organizations.	L2
2	5	Discuss in detail the steps involved in strategic talent planning.	L4
3	5	Describe the concept and process of succession planning with suitable examples.	L2
4	5	Analyze the role of strategic trends in shaping modern talent acquisition practices.	L4
5	5	Evaluate how technology has influenced talent acquisition strategies in recent years.	L5
6	5	Explain various methods to retain and engage talented employees in organizations.	L2
7	5	Discuss the best practices for talent engagement and their impact on productivity.	L4
8	5	Examine the importance of employee retention in achieving organizational sustainability.	L4
9	5	Describe the relationship between talent planning, acquisition, and retention.	L2
10	5	Suggest strategies to improve employee retention and engagement in the post-pandemic workplace.	L6

Note: L1-Remembering, L2-Understanding, L3-Applying, L4-Analyzing, L5-Evaluating, and L6-Creating



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Instruction to Faculty Members:

The Six Levels of Bloom's Taxonomy:

1. **Remembering:** Retrieving, recognizing, and recalling relevant knowledge from long-term memory (e.g., list, define, name, locate).
2. **Understanding:** Constructing meaning, explaining ideas, or concepts (e.g., summarize, interpret, classify, compare).
3. **Applying:** Using information in new situations or implementing procedures to solve problems (e.g., solve, use, demonstrate, implement).
4. **Analyzing:** Breaking material into constituent parts, determining how the parts relate to one another and to an overall structure (e.g., contrast, categorize, distinguish, diagram).
5. **Evaluating:** Making judgments based on criteria and standards through checking and critiquing (e.g., judge, critique, justify, defend, argue).
6. **Creating:** Putting elements together to form a coherent or functional whole; reorganizing elements into a new pattern or structure (e.g., design, construct, develop, formulate).

References:

1. Talent Management: How to Attract and Keep the Best People (The High Performance Series), Mark Miller, 2018.
2. The Talent Management Handbook, 3/e, Creating a Sustainable Competitive Advantage, Lance Berger, 2004
3. Berger L.A and Berger D.R, The Talent management handbook, McGraw Hill Education India, 2017.
4. Lawler III, Edward E, Talent: Managing Talent Retention, An ROI Approach, A Wiley Imprint2008



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