

2112M006

**BACHELOR OF VOCATION**  
**Management-BPM and Analytics**  
**Subject: Career Preparation & Talent Management**  
**Subject Code: MHR-701**  
**Semester: Fifth**  
**December 2021**  
**Theory (External): 70 Marks**  
**Time: 03 Hours**

**Instructions to the Students**

1. This Question paper consists of two Sections. All sections are compulsory.
2. Section A comprises 10 questions of objective type in nature. All questions are compulsory. Each question carries 2 marks.
3. Section B comprises 8 essay type questions out of which students need to do any 5. Each question carries 10 marks.
4. Read the questions carefully and write the answers in the answer sheets provided.
5. Do not write anything on the question paper.
6. Wherever necessary, the diagram drawn should be neat and properly labelled

**Roll Number**

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605

They also criticized Payal for not grooming his successor. With the board deciding to go ahead with the appointment of Sharma, Payal quit the company I before. enure was to end July 31, 2010, Sharma joined in her new role as the CEO and MD of Narmada company in June 1, 2010, industry observers felt she had her job cut out, considering the succession drama that unfolded at Narmada Company after her name was announced as Payal's successor. Another challenge before Sharma was to spur growth in the company that had a culture that was in stark contrast to that of the XYZ Group.

Answer the following Questions:

- a) What the impact of issues like corporate culture, leadership, and shareholder management with regard to succession planning?
  - b) What was the role of a CEO in the performance of a company?
  - c) What was the significance of succession planning & Leadership development in Narmada company?
- 4 Discuss the talent acquisition strategies for an organization. What difficulties do organization face while sourcing the talent?
  - 5 Define the skills that will be required for applying a job in IT sector.
  - 6 What is a skills assessment? Why is it important? And how can it help your organization?
  - 7 "Talent Management is a delicate relationship of inter related processes." What are the various key processes of Talent Management?
  - 8 Outline a draft of CV for applying for a job of HR manager.

===END OF PAPER===

**SECTION –A (SHORT/OBJECTIVE TYPE QUESTIONS)**  
(10x2=20 Marks)

- A Job Description is the starting of the career cycle of an employee. Discuss.
- B What is the role of Talent Management in sustaining long term competitive advantage to a firm?
- C Write a short note on brainteaser interview.
- D How you will prepare yourself for job interview?
- E When you will use skill assessment test for employees of your company?
- F Which type of tests are standardized psychometric assessment tests that provide the employing organization with information about a candidate's deductive and logical reasoning skills.
- G Define spatial reasoning test with example.
- H What skills do you need to become a successful entrepreneur.
- I Explain the concept of tax planning.
- J According to the Skills of yourself, which careers alternatives are available to you?

**SECTION –B (ESSAY TYPE QUESTIONS)**  
(5x10=50 Marks)

- 1 "Talent Management is the foremost responsibility of a successful management." In the light of this statement, explain the importance of talent management in the cut throat competitive era of today.
- 2 Draft a detailed Job Description and Job Specification for an entry level Marketing Executive in a reputed pharmaceutical company.

3 Case Study

This case discusses the issue of succession at Narmada Ltd. The case details the growth of Narmada Ltd under Payal Kumar the CMD of the company from January 1, 2001 to April 20, 2010. Analysts credited him with taking the company to a new level during her tenure. However, Payal also attracted criticism for her failure to identify and groom an able successor to lead the company after the end of her tenure. In early 2010, the board of the Company initiated the succession planning process and hired a global HR firm, ABC International to identify the new CEO. After many months of scouting and intense media speculation about Payal's successor, the Company board zeroed in upon Shikha Sharma (Sharma), the then CEO and chairman of XYZ Company Ltd., as the new CEO and MD of Narmada Company.

The decision was opposed by Payal as she reportedly wanted an insider to succeed her. According to Payal. Sharma did not have the relevant companying experience to take up the position and in any case he felt that people who had been involved in building up the company should be asked to lead it. The board, however, contended that the insiders who were front runners for the position were experts in their fields but lacked an overall vertical experience.