

2107038

MASTER OF VOCATION
Management-HRM
Subject: Performance and Talent Management
Subject Code: MSR-808
Semester: Second
July 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									

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

- A What is the role of performance in organisation?
- B What is the use of technology and e-PMS?
- C State whether the statements are True or false:
Performance appraisal are unnecessary for employees who are performing above standard
- D Define talent management.
- E How coaching is different from counselling?
- F Can the talent be retained in the organization during a recession and without a dedicated budget? Support your answer with example.
- G How to build ethical performance culture in any organisation?(any two ways)
- H State whether the statements are True or false:
Appraisal methods are not involved in selection of employees so are unaffected by EEO laws.
- I Highlight the key issues in performance management in any organisation.(Describe any two issues.)
- J State whether the statements are True or false:
Talent Management software and workforce management software are synonymous terms.

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

- 1 Explain the role and the process of performance management.
- 2 Describe the concept and approaches of talent management.
- 3 What is the performance improvement plan? Explain the role of HR professional in performance management.
- 4 Explain the Future directions in talent management practice and research.
- 5 Write short notes on:
 - Methods of performance appraisal
 - Talent identification, integration and retention
- 6 Explain the key factors and different aspects of talent management.
- 7 Write short notes on:
 - Performance measurement and evaluation
 - Characteristics of effective performance metrics
- 8 Explain the various issues in performance management.

==END OF PAPER==