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St. Clare College

Autonomous, Bengaluru

ROLL NO:	
DATE:	



PG END SEMESTER EXAMINATION-JANUARY/FEBRUARY 2026

M.Com: FIRST SEMESTER

MCO 1624: GLOBAL TALENT MANAGEMENT

TIME: 3 hours.

MAX. MARKS: 70

This paper contains TWO printed pages and FOUR parts

Instructions:

1. Verify and ensure that the question paper is completely printed.
2. Any discrepancies or questions about the exam paper must be reported to the COE within 1 hour after the examination.
3. Students must check the course title and course code before answering the questions.

PART-A

Answer EIGHT questions out of TEN. Each answer carries TWO marks. [2x8 = 16]

1. Name any two Talent Management Software.
2. Mention the challenges in managing diverse talent.
3. What are the various types of Employee Survey and what purpose are they used for?
4. State the types of Employee Turnover.
5. Give the meaning of Talent Audit.
6. What are two ethical dilemmas in recruitment process?
7. State two objectives of Talent Planning.
8. Give the meaning of E-frauds.
9. What do you mean gig workers?
10. Give the meaning of sustainability in Talent Management.

PART-B

Answer any FOUR questions out of SIX. Each answer carries FIVE marks. [4x5=20]

11. Briefly explain the features of Performance Management.
12. Employees are the heart of an organization. What problems arise in managing them, and how can businesses solve these issues?

13. Explain the sources of attracting talent in the competitive world including the e-recruitment.
14. Illustrate the best practices for Talent Engagement in the Banking Industry.
15. Highlight the advantages of information technology in today's modern world.
16. What are the contemporary issues in talent management?

PART-C

Answer any TWO questions out of THREE. Each answer carries Ten marks. [2X10=20]

17. What repercussions could a manufacturing firm in India face if it continues to overlook effective talent management, especially in the context of increasing automation and global competition?
18. Describe the various steps involved in recruiting process.
19. Discuss about creating value through Information Technology.

PART-D

Compulsory Skill Based Question/ Case Study [1X14=14]

20. Zensar Technologies, a mid-sized IT services company based in Pune, India, faced significant challenges related to employee retention, performance management, and recruitment. While the company had a strong reputation for delivering IT solutions, it struggled with high turnover rates, particularly in technical and mid-level roles. Zensar's HR team relied on traditional methods for talent management, such as manual tracking of employee data, annual surveys, and basic performance reviews. However, these methods lacked the ability to identify trends or offer predictive insights into the workforce. In 2017, Zensar Technologies decided to implement HR analytics to enhance its talent management strategy and gain deeper insights into employee behavior. As an advisor to the company discuss the benefits for implementation of HR analytics and various areas where it can be implemented.
 - a. Discuss the benefits of adopting HR analytics and the various areas within the company where it can be effectively applied to address its HR challenges.
