



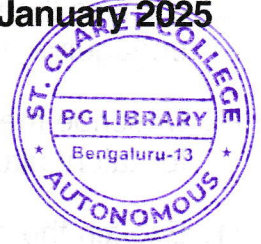
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IV Semester M.B.A. (Day and Eve.) Examination, December 2024/January 2025
(CBCS) (2022-23 and Onwards)

MANAGEMENT

4.4.3 : Talent and Knowledge Management
(Human Resources)



Time : 3 Hours

Max. Marks : 70

SECTION – A

Answer **any five** out of the following questions. **Each** question carries **5** marks :
(5×5=25)

1. Define the concept of talent and explain how it serves as an engine for the new economy.
2. Describe the elements of a talent-friendly organization and the role they play in talent retention.
3. Explain the key building blocks of a Talent Management System (TMS).
4. How can organizations effectively evaluate employee potential within a Talent Management System ?
5. Discuss the importance of cross-functional capabilities in developing a diverse talent pool.
6. Outline the factors that contribute to a talent development budget.
7. What challenges might organizations face when implementing a knowledge management strategy ?

SECTION – B

Answer **any three** out of the following questions. **Each** question carries **10** marks :
(3×10=30)

8. Explain the difference between talent workers and knowledge workers, and discuss how organizations can leverage each type for competitive advantage.

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9. Discuss the impact of social media on modern talent attraction and engagement strategies.
10. Describe the succession management process, and explain its importance for talent planning.
11. Explain the concept of knowledge management metrics and discuss how they can be used to assess the effectiveness of knowledge management strategies.

SECTION – C

12. Case Study (**Compulsory** Question) :

(1×15=15)

GlenTech Solutions is a global technology firm facing challenges in managing its talent effectively across various regions. The company has invested significantly in developing its talent management systems, but recently, it has noticed a high turnover rate among skilled employees. GlenTech's leadership team wants to understand the return on their talent investments (ROT) and is exploring strategies to optimize compensation structures, improve talent engagement, and measure the impact of their investments on employee performance and retention.

They have also been considering implementing a Talent Management Information System (TMIS) to better integrate various elements of their talent management efforts and create a data-driven approach to decision-making. Additionally, the company is interested in utilizing psychometric assessments to align employee roles with their strengths and improve engagement.

Questions :

- a) Discuss how GlenTech Solutions could measure and improve the Return On Talent (ROT) within their organization. What key metrics should they focus on ?
- b) How can GlenTech effectively integrate compensation with talent management to reduce turnover and improve employee satisfaction ?
- c) Explain the role of psychometric assessments in talent management and how they could help GlenTech align employee strengths with job roles.