



QP CODE: 23701550



23701550

Reg No : .....

Name : .....

**M.B.A. DEGREE EXAMINATION, NOVEMBER 2023**

**Third Semester**

Faculty of Management Science

**ELECTIVE - MB820302 - PERFORMANCE AND TALENT MANAGEMENT**

2019 Admission Onwards

D401D226

Time: 3 Hours

Maximum Marks: 60

**Part A**

*Answer any **five** questions. Each question carries 2 marks.*

1. Write a note on KPA.
2. Explain potential appraisal?
3. What is performance measurement?
4. What is competency-based performance management?
5. Define selection.
6. What is talent assessment?
7. What is the difference between Talent Management and Talent Acquisition?

(5×2 = 10 Marks)

**Part B**

*Answer any **five** questions. Each question carries 6 marks.*

8. Elucidate the prerequisites of the performance management system.
9. Elaborate on the purpose of potential appraisal.
10. Explain the forced choice method. State its merits and demerits.
11. Explain the steps to be followed while introducing PMS in a new organisation.
12. Lack of career progression is one of the prime reasons for people leaving the organization. Elucidate





13. "Talent Management focus to create a workforce who will stay in the organization for the long run". Comment on the statement.
14. Explain the advantages of talent management to the organisation

(5×6 = 30 Marks)

### Part C

Answer any **two** questions. Each question carries **10** marks.

Question number 17 is compulsory .

15. Critical Success Factors and Key Performance Indicators are used in organisations as two important categories of metrics. Explain.
16. What do you mean by talent retention? How do you retain the talent in your company? Why is talent retention necessary in an organization?

### Compulsory Question

17. Mr Rakesh was promoted as the manager with mixed feelings. He was proud of his work being recognized but had doubts about how he would like the new job. He was earlier a PRO, With Delhi Development Authority it involved regular contact with general public, recoveries and processing their complaints, meetings with the press and image building. It was a high profile job involving lot of media and publicity. As the PRO, he could build a good picture of DDA in the minds of general public through advertisements, press conferences, television coverage highlighting the achievements of DDA in developing and constructing residential and commercial properties. His new job was a desk job working with files relating to the applicants registered for various housing projects coming up in the North Delhi area named "Rohini Scheme". Rakesh missed the routine of his old office and the people he had worked with. He now had a private office with air conditioner and carpet. But he felt incomplete. He thought he did not have the team to go ahead. When he submitted the first report of "Rohini Scheme" to his director he got some changes. The Director was a lovely human being, he suggested Rakesh that, "We all need to learn our new work". The more Rakesh thought about it he wanted to go to the old office. But he hesitated as he would be considered misfit and disqualified for any promotion in the future. If you were Rakesh How would you deal with the situation? Could this situation can be avoided?

(2×10 = 20 Marks)

