

Jamia Hamdard
School of Management and Business Studies
Department of Management **Roll No...**
Odd Semester Examination - January 2024
Integrated MBA- Semester IX
MBA (I)-GE-HR-07, Talent Management and Competency Mapping

Duration: 3 Hour

Max.Marks -75

(15X5=75)

Note: Attempt any Five Questions, All questions carry equal marks

Q1: You have been recently hired as the Senior HR manager of an IT firm in Gurgaon. As you are the part of the senior management, the business unit heads are asking you to align HR processes to the organisational strategy of the company. How do you plan to approach this task?

Q2: You have been working in the recruitment team for hotel industry for 15 years. You have realised the need to develop a competency model for hospitality professionals specially those who are in front desk roles. Develop a competency model for the same.

Q3: As a Chief HR manager of a firm, you have been asked to model and create an assessment centre for your organisation. What will be its features and what kinds of tools will you include in your assessment centre to hire and train the right talent on the right competency.

Q4: What is the difference between Talent and knowledge workers? As an HR manager, what steps would you take to retain Talent in your organisation and make your organisation a talent friendly organisation?

Q5: You have served as a project manager for a technical project susceptible to frequent bugs and technical issues. Consequently, you need employees who can effectively handle stress in such scenarios and maintain composure. Create a behavioral event interview tailored for engineers applying to work on this project.

Q6: As chief HR strategy officer, design a talent management system for your IT organization. What will be the benefits and challenges of that talent management system.

Q7: Mr. Batra, chief marketing officer, of the company XYZ ltd. is getting retired in next 3 years. He handles a crucial business for the company and hence the company needs to plan for his successor who can handle this role with equal passion and rigor. As the HR business partner, how will you plan Mr. Batra's succession? Explain each step in detail.

Q8: Rahul, Raj and Rishabh have been performing really well individually in the company ABC Ltd. But whenever they work together, they always come up with issues and always leaves the task incomplete. What steps the organisation can take so that the fusion of talent happens and the talented workers work with each other amicably?