

**DEPARTMENT OF MANAGEMENT
SCHOOL OF MANAGEMENT & BUSINESS STUDIES
JAMIA HAMDARD**

Odd Semester Examination (Online) January 2021

MBA/BBA/Integrated MBA [Semester]

Subject Name: Talent Management and Competency Mapping

MM: 75

Subject Code: MBA-GE-HR-07

Time: 03Hours

Email Id of the Examiner: manpreetkaurkohli@jamiahamdard.ac.in

Email Id of the Assistant Superintendent of Exams: assistant.superintendent.exams@gmail.com

Email Id of Dean: deanmanagement@jamiahamdard.ac.in

Note:

- Students have to submit the **Scannedhand written solution** to the Examiner, Assistant Superintendent of Examination and Dean on the email ids as mentioned above.
- Students shall use **ruled white paper & blue ink** to write the solution. Each page must have a **serial number and the signature** of the student.
- An additional $\frac{1}{2}$ an hour will be given to the examinees to scan the answer sheets, convert it into single PDF and upload it on the id's given on the question papers.
- If any two copies are found to be similar then both the copies shall be cancelled. Such students will be considered/ tried for unfair means.
- The attached PDF shall be named as follows –
Full Name-Enrollment Number-Course-Semester-Subject Abbreviation(Example: Rabia Shaheen-2017-334-032-MBA-III-QTM)and students shall also mention the same in subject line of the email& his/her answer copy also.
- Answer All Questions, each carry equal marks.

Q1: As an HR in strategy role, you have been observing the critical need to develop competency model for your organization. What are the various points would you keep in mind while developing a competency model?

Q2: Mr. Jha, senior vice president of ABC Ltd. Holds a very critical position in the organization. He is the key decision maker and his understanding of the business is incomparable. He is going

to retire in few months. As an HR Analyst of the organization, what steps would you take for a successful succession planning before Mr. Jha retires.

Q3: Manisha, the recent hired HR in company ABC Ltd. feels that her organization does not provide right benefits to its talented employees neither it makes any extra efforts to attract the right talent from the industry. Please suggest what suggestions should Manisha make to the senior management to attract and retain Talent in the company.

Q4: Mr. Aditya feels that his team have many talents but somehow these talented employees do not share their knowledge with other talented employees because of Ego or Jealousy. What kind of steps Mr. Aditya can take so that all the talents in the company works in a more effective and collaborative ways (fusion of talents)?

Q5: As HR Analyst you have been asked to suggest various tools and techniques to measure various competencies of the candidates who appear for evaluation. What all tools would you like to suggest to measure or assess employee's competencies.