

Jamia Hamdard
School of Management and Business Studies
Department of Management

Odd Semester Examination - January 2023 – February 2023

MBA-III Semester

MBA-GE-HR-07

Talent Management and Competency Mapping

Duration: 3 Hours

Max Marks: 75

Note: Attempt any Five Questions, all questions carry equal marks. [15*5=75]

Q1: Mr. Ajay Sharma has been working at ABC Ltd. for 20 years. He has played key roles in many successful projects in the past. As he is about to retire in 2 years, design a succession management plan to identify and train the most suitable candidate as his replacement.

Q2: ROC Ltd. is known to hire the best talent from the telecom industry. Being the HR manager of this firm, you have noticed that these talented employees do not interact with each other, and everyone is working in their own silos. What will you do immediately to improve this situation?

Q3: As an HR strategist in your organization, discuss how an effective Talent management system can help in building competencies within your organization.

Q4: Develop a competency model for social media marketing firm employees.

Q5: Design a Behavioural Event Interview for the post of a bank manager at a retail branch in the Delhi/NCR region.

Q6: As a newly appointed HR consultant in your organization, what changes will you bring to attract the right talent in the industry?

Q7: How can you make your organization more talent friendly? What are the various initiatives, as an HR manager, you can take to leverage Talent workers in your organization?

Q8: You have been recently appointed to design an assessment center for your organization. What will be the various features of the assessment center? Also, explain various tools which you would add to the assessment center of your organization.
