

Q.P. Code : 61350

**Fourth Semester M.B.A. (Day) Degree Examination,
September/October 2020**

(CBCS – 2014 -15 onwards)

Management

Paper 4.4.3 – TALENT AND KNOWLEDGE MANAGEMENT

Time : 3 Hours]

[Max. Marks : 70

SECTION – A

Answer any **FIVE** questions from the following each question carries **5** marks :
(5 × 5 = 25)

1. Differentiate between Talent Workers and Knowledge Workers.
2. Discuss the building blocks of Talent Management.
3. Succession management is critical in talent planning, discuss on the process of succession management.
4. Explain the modern practices of talent attraction and selection in IT Organisations.
5. Discuss the concept of Talent Value Chain.
6. Explain the emerging trends in talent management.
7. Explain the process of integrating compensation with talent management.

SECTION – B

Answer any **THREE** questions from the following. Each question carries **10** marks :
(3 × 10 = 30)

8. Elucidate talent and knowledge management of any two companies you have discussed through interviews.
9. Discuss the issues and challenges in knowledge management.
10. Return on Talent is critical for organizations, discuss on ROT Measurements.
11. Explain the elements of talent friendly organizations.

SECTION - C

12. Compulsory (Case Study) :

(1 × 15 = 15)

M/s Mathushi Gojo is one among the reputed IT organizations in the global IT Service Industry. The organization has a well-designed talent management strategy in place and as a result the talent workforce is retained for long tenure in the organisation. The organisation had global workforce which includes expatriates and number of virtual teams supporting from across destinations. The sudden outbreak of COVID-19 was a big blow as most of the expatriates were highly terrified and wanted to return back to their home nations. This resulted as a major challenge in talent retention.

Questions :

- (a) If you were the talent manager, what will be your immediate response to the situation?
 - (b) As the health and safety is major concern for any individual, what would be your strategy to retain the target talent?
 - (c) If you were given an opportunity to design a talent management framework to manage such crisis, design and discuss on the framework.
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