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MASTER OF BUSINESS ADMINISTRATION (M.B.A.)
EXAMINATION: DECEMBER - 2024
SEMESTER - IV
Sub.: Talent Acquisition & Retention (MHRM406)

Date : 28/12/2024	Total Marks : 60	Time: 10.00am to 12.30pm
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Instructions: 1) All questions are compulsory.
2) Figures to the right indicate full marks.

- Q. 1. Write Short notes on (Any Three) (15)**
1. Role of recruitment in Talent Acquisition
 2. Employee retention strategy
 3. Common misconceptions surrounding talent management
 4. Factors of Talent acquisition strategies
 5. Components and stages of the talent management process
- Q. 2. Answer in detail (Any One) (10)**
1. Why is succession planning important for organizations?
 2. What are the primary objectives of talent management, and how do they align with organizational goals?
- Q. 3. Answer in detail (Any One) (10)**
1. How do compensation and benefits contribute to employee retention?
 2. What are the key pillars of talent management, and how do they contribute to the overall success of an organization's workforce strategy?
- Q. 4. Answer in detail (Any One) (10)**
1. Elaborate some key factors that help improve employee retention?
 2. What are the main elements of an effective talent management strategy?
- Q. 5. Case study (15)**
- Sarah, a senior executive in the finance department, is set to retire in three months, and the company had planned to fill her role through succession planning by promoting someone from within the organization. However, during the recruitment process, the company identifies Tom, a highly qualified and equally competent candidate from a competitor firm, who brings a fresh perspective and a wealth of experience in strategic financial management. While the internal candidate, Emily, has been groomed for the role and has a deep understanding of the company's culture, Tom's expertise could potentially elevate the department to new heights. In this situation, the company must carefully evaluate its options: they could move forward with Emily, respecting the succession planning strategy and fostering internal growth, or they could offer the position to Tom, bringing in outside expertise while possibly offering Emily another senior role within the company to keep her motivated. The company needs to weigh the benefits of internal promotion and employee loyalty against the potential advantages of external talent and fresh ideas. Ultimately, a decision should be made that aligns with the company's long-term goals, while ensuring transparency and open communication with both candidates to avoid any potential dissatisfaction.
- Questions :**
1. What should the company do in such a situation?
 2. What will be the repercussions of hiring Tom in place of Emily according to you?
 3. What benefits will the company get by hiring Emily?