



IDEA INSTITUTE OF MANAGEMENT & TECHNOLOGY

3rd Floor, Kamar Trust Building, Aroma High School, Usmanpura, Ashram Road, Ahmedabad - 380013.

☎ : 2755 2040, 2755 2600, 9727 411 411 • www.ideaindia.org • info@ideaindia.org

Talent Management & Employee Retention

7:00pm to 9:00pm

Semester – IV (HR)

June 5, 2010

SECTION A (ONE MARKS)

- (1) It is the compensation which is linked to performance and review .
- (a) employee development
 - (b) salary review
 - (c) personal performance
 - (d) business performance

Answer : B

- (2) What are the benefits of increase in organizational performance?
- (a) rapid product introductions
 - (b) improved service delivery
 - (c) lower production costs
 - (d) all of the above

Answer : D

- (3) Talent can be identified through:
- (a) Performance data
 - (b) Client feedback
 - (c) Job interviews
 - (d) all of the above

Answer : D

- (4) What are the benefits of TM audit?
- (a) a proven roadmap for success in talent management
 - (b) an inexpensive way of knowing where you are on the road to success
 - (c) a partner who knows the way on the roadmap
 - (d) all of the above

Answer : D

- (5) What are the soft benefits provided by integrated approach ?
- (a) ensuring that decisions about recruiting , selection , promotion , and staffing are made with the best information and maximizing the speed and effectiveness of these decisions

- (b) providing measurable increases in productivity
- (c) both a and b
- (d) none of the above

Answer : C

- (6) This includes the mobility of entrepreneurs.
- (a) directly productive talent
 - (b) academic talent
 - (c) talent in social and cultural sectors
 - (d) none of the above

Answer : A

- (7) Proper rewards , including base and incentive pay and equities, help HR staff and line managers recognize achievements and push employees to strive for higher levels

effectiveness

- (a) competency and skills management
- (b) compensation
- (c) learning management
- (d) performance management

Answer : B

(8) Key success factors include:

- (a) Proper job design
- (b) Employee participation
- (c) both a and b
- (d) none of the above

Answer : C

(9) Incentives have the following benefits:

- (a) It allows you to attract talent
- (b) It improves competitiveness
- (c) It is budgeted for
- (d) All of the above

Answer : D

(10) Modern organizations tend to:

- (a) Find it hard to be pro-active with talent management
- (b) Use simplistic attraction and retention tools
- (c) both a and b
- (d) none of the above

Answer : C

(11) Feedback will be effective when:

- (a) It makes a person aware of his personality style and its impact on others
- (b) It is comparative (i.e. comparing people with each other)
- (c) It is very specific and includes examples and consequences
- (d) It is neutral

Answer : C

(12) _____ is essentially a performance management mechanism that requires a ranking of all employees to identify the relative performance of each one.

- (a) 360* appraisal
- (b) Forced ranking
- (c) Paired comparison
- (d) Peers remarks

Answer : B

(13) Many organizations are moving beyond the implementation of basic HR service delivery into a more _____ use of HR technologies.

- (a) Cost Effective
- (b) Strategic
- (c) Complicated
- (d) Global

Answer : B

(14) The major problem of BPO and INSURANCE sector in India is_____



IDEA INSTITUTE OF MANAGEMENT & TECHNOLOGY

3rd Floor, Kamar Trust Building, Aroma High School, Usmanpura, Ashram Road, Ahmedabad - 380013.

☎ : 2755 2040, 2755 2600, 9727 411 411 • www.ideaindia.org • info@ideaindia.org

- (a) Talent management
- (b) Talent development
- (c) Talent retention
- (d) Talent growth

Answer : C

(15) Talent management implies recognizing a person's inherent skills, traits, personality and offering him a_____.

- (a) Incentive
- (b) Matching job
- (c) Good Salary
- (d) Appraisal Report

Answer : B

(16) _____offers a wide variety of tools for the OD professional to promote increased organizational effectiveness, enable open communication and knowledge sharing and deliver multi-dimensional organizational change efforts.

- (a) Portal technology
- (b) Chat Technology
- (c) People Soft
- (d) LMS

Answer : A

(17) What are the employee benefits provided by Majority of the BPO Companies for talent recruitment?

- (a) provident fund
- (b) gratuity
- (c) group med claim
- (d) all of the above

Answer : D

(18) Most of the treatments of brain drain and talent mobility in the literature consider an aggregate of_____.

- (a) Capital
- (b) Assets
- (c) Human capital
- (d) Types of talent

Answer : C

(19) _____is going to be essential in the war of talent

- (a) Flexibility
- (b) Knowledge
- (c) Compensation
- (d) Planning

Answer : A

(20) _____always insisted that we must aim to be better than the best.

- (a) Ratan Tata
- (b) Bill Gates
- (c) Dhirubhai Ambani
- (d) Rahul Bajaj

Answer : C

() SECTION B

(21) _____ means keeping up with changing workforce; include older workforce and plan for future skills shortages.

- (a) recruitment
- (b) workforce planning
- (c) leadership development
- (d) performance management system

Answer : B

(22) _____ means initial required and support program for existing employees.

- (a) recruitment
- (b) retention
- (c) leadership development
- (d) performance management system

Answer : B

(23) _____ means something you do.

- (a) knowledge
- (b) skills
- (c) attitudes
- (d) talent

Answer : B

(24) With this approach, the goal is to analyze the jobs that will need to be done, the type of occupations needed to do these jobs, the number of people needed to achieve organization strategies .

- (a) workforce approach
- (b) workload approach
- (c) competency approach
- (d) none of the above

Answer : A

(25) Trends include:

- (a) An increase in post-high school training and education in the future
- (b) Teaching jobs are very difficult to fill in SA
- (c) Management and leadership skills are seen as most valuable to modern and competitive organisations
- (d) all of the above

Answer : D

(26) Talent management is:

- (a) In essence about a contract between the organisation and the employee
- (b) Also taking into account other factors that unlock value in the business
- (c) A combination of hard and soft issues (including the psycho-social contract)
- (d) none of the above

Answer : C

(27) In a _____ and _____ economy, the most competitive and effective organizations are those with employees who are motivated, well-trained and highly skilled

- (a) Technology and innovation
- (b) Knowledge and skills-based
- (c) Labour and capital

(d) Capitalist and technology

Answer : B

(28) Statement and Options The talent management maturity model comprises of the following stages, new initiative, expansion _____ and _____.

- (a) Diversification, Ex development
- (b) Professionalism, Best practice
- (c) Appraisal , Training
- (d) Forming , Norming

Answer : B

(29) Standard performance appraisal systems basically compare individual levels of achievements against the _____ and _____ that were set.

- (a) Ranking system and ratings
- (b) Goals and objectives
- (c) Achievements and productivity
- (d) Job specification and analysis

Answer : B

(30) What are the ways of integrating performance management into the existing HRIS foot print ?

- (a) recruiting
- (b) core HR information
- (c) career and succession plans
- (d) all of the above

Answer : D

(31) Researches show that CEOs are spending as much as half their time spotting, preparing and monitoring promising executives, and in many cases, participating directly in development activities, such as _____ skills.

- (a) Counseling
- (b) Negotiation
- (c) Mentoring and teaching leadership skills.
- (d) Networking and communication

Answer : C

() SECTION C

(32) Key Value Drivers are:

- (a) The assets of the company
- (b) The requirements and expectations of all key stakeholders
- (c) Formally reported in the annual report
- (d) All of the above

Answer : B

(33) Which of the following is included in the stabilization of workforce?

- (a) Actual progress against performance goals is tracked so the one can identify who is delivering and whose not
- (b) Provide the link between overall business objectives and employees' day –to-day actions
- (c) Provides documentation to support employment actions such as termination, demotion, or lack of compensation adjustment
- (d) reduces employee turnover and attrition

Answer : D

(34) Which of the given statement is justified by tacit feature of managerial skills?

- (a) Skills have a beginning and an end
- (b) performers are not fully aware of the details that underlie skillful performance and find it difficult or impossible to give a full content of those details
- (c) deliberate choice plays the role of selection of the skill sequence to be initiated
- (d) all of the above

Answer : B

(35) What are the key implementation considerations for managing talent?

- (a) time frame
- (b) organizational level
- (c) confidentiality
- (d) all of the above

Answer : D

(36) **READER'S VIEW**, is a leading business magazine. The competition is tough and the top management is aiming at creating a comprehensive internal marketing and communication plan with the goal of increasing mindshare and transforming the way talent management is viewed by the organization. But unfortunately the management fails to get the desired results. What might be the possible reason?

- (a) Inadequate or non-existent change management
- (b) Improper Publicity
- (c) Lack of middle management participation
- (d) Global Competition.

Answer : A

(37) **NOORANI AGRO** is a fertilizer company and as part of the recent discussions in the conference held by the HR department of the company certain points are identified that shall be achieved by the year end. The list is given below. Please review them and state that with what type of activity they are closely associated? -Increased individual capability Engaged, -enthusiastic staff -Higher retention rates -Improved employee morale -Increased workforce flexibility -Enhancing your organization

- (a) Training
- (b) Talent Development
- (c) Good Appraisal Ratings
- (d) Out Bound Trainings.

Answer : B

(38) Which of the following stages are involved in the pre employment testing?

- (a) compiling a personal inventory
- (b) identifying its operating values
- (c) portraying its operating relationships
- (d) all of the above

Answer : D