



R22 Regulation

Subject code: D143HR1

TKR COLLEGE OF ENGINEERING AND TECHNOLOGY

(Autonomous, Accredited by NAAC with 'A+' Grade)

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MBA III Semester Regular/Supplementary Examinations, February 2025

TALENT AND PERFORMANCE MANAGEMENT SYSTEMS

Maximum Marks: 60

Date: 10.02.2025

Duration: 3 hours

- Note:**
1. This question paper contains two parts A and B.
 2. Part A is compulsory which carries 10 marks. Answer all questions in Part A.
 3. Part B consists of 5 Units. Answer any one full question from each unit.
 4. Each question carries 10 marks and may have a, b, c, d as sub questions.

Part-A		CO	Bloom Tx
All the following questions carry equal marks (10X1M=10 Marks)			
1.a)	What is the purpose of talent management?	1	B1
b)	Write the importance of performance management?	1	B2
c)	What do you understand by competency assessment?	2	B1
d)	Write about talent acquisition?	2	B2
e)	Differentiate between competence and competency	3	B1
f)	What is the purpose of succession planning?	3	B2
g)	Write on gathering performance information?	4	B1
h)	List the types of performance metrics.	4	B1
i)	Differentiate between traditional and contingent pay plans.	5	B1
j)	What are the advantages of broad-banding?	5	B1
Part-B		CO	Bloom Tx
Answer All the following questions. (5X10M=50Marks)			
2	A. What is a competency model? What are the steps in developing a competency frame work/ model? [5M]	1	B1
	B. Discuss the purpose of Talent management as a business strategy. [5M]		B1
OR			
3	A. Explain the significant role of talent acquisition in the prevailing competitive business environment. [5M]	1	B2
	B. Explain the evolution of Talent Management System. [5M]		B2
4	A. Compare between talent management and talent development? What steps would you consider for developing a successful strategic talent management? [5M]	2	B2
	B. What are High Performance team? State the characteristics of High-Performance team. [5M]		B2
OR			
5	A. Explain on managerial competencies of a team leader in the web development department using Lancaster Model [5M]	2	B4

	B. Construct a competency model of a faculty in the engineering department using the performance analysis tool. [5M]		B3
6	A. Explain the process of performance management. [5M]	3	B2
	B. Explain the role of HRM in performance management. [5M]		B2
OR			
7	A. Analyze the competency characteristics of a HR executive in a pharmaceutical company using the ice berg model. [5M]	3	B4
	B. Discuss the contribution of the performance management system and its role in HR. [5M]		B2
8	A. Elaborate more about the agreement on goals of an organization. [5M]	4	B2
	B. Summarize about coaching using various styles in performance management. [5M]		B2
OR			
9	A. Bring out the imperatives for identifying KPAs in performance planning. [5M]	4	B2
	B. What is the process of gathering performance information in an objective manner? [5M]		B1
10	A. Elaborate on the supervisor's role on reward and legal systems. [5M]	5	B2
	B. Discuss about the legal principles affecting the performance management systems. [5M]		B2
OR			
11	A. Elaborate on 360-degree feedback in performance management system along with advantages and disadvantages. [5M]	5	B2
	B. Discuss about job evaluation and its methods in pay structures. [5M]		B2