



R22 Regulation

Subject code: D143HR1

**TKR COLLEGE OF ENGINEERING AND TECHNOLOGY**

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

**MBA III Semester Regular Examinations, February 2024**

**TALENT AND PERFORMANCE MANAGEMENT SYSTEMS**

Maximum Marks: 60

Date: 22.02.2024 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)	Define talent management.	C1	BTL1
b)	Write the purpose of competency mapping?	C1	BTL3
c)	Define planning.	C2	BTL1
d)	Define talent management rid.	C2	BTL2
e)	Define performance management.	C3	BTL1
f)	Write short note balance scorecard.	C3	BTL1
g)	List out various examples of rating scales.	C4	BTL1
h)	State the concept of Agreement on Goals?	C4	BTL2
i)	List out various kinds rewards.	C5	BTL2
j)	Write a short note on ranking method?	C5	BTL2
Part-B			Bloom Tx level
Answer All the following questions. (5X10M=50Marks)			
2	a. Explain the importance and scope of talent management. [5M]	C1	BTL1
	b. Differentiate between technical competencies and behavioral competencies in the context of talent management? [5M]	C1	BTL4
OR			
3	a. Discuss the key steps involved in creating a comprehensive competency model. [5M]	C1	BTL3
	b. Outline the different methods and tools used for competency assessment? [5M]	C1	BTL2
4	a. Discuss the role of career development in attracting and retaining top talent. [5M]	C2	BTL3
	b. How talent management contribute to the formation and sustainability of high-performance work teams? [5M]	C2	BTL3
OR			
5	a. How does 360-degree feedback contribute to the development of leadership potential? [5M]	C2	BTL3
	b. Explain the various steps involved in developing a comprehensive succession planning program. [5M]	C2	BTL2

6	a. What are the key factors that contribute to an individual's performance in the workplace? [5M]	C3	BTL2
	b. Explain the various steps involved in the HR performance management process. [5M]	C3	BTL2
OR			
7	a. Elaborate various performance measurement approaches to measure the results and behaviors of an employee. [5M]	C3	BTL4
	b. What is the purpose of a traditional performance appraisal system in the workplace? [5M]	C3	BTL2
8	a. What do you mean by Metrics? Explain different types of performance metrics. [5M]	C4	BTL2
	b. Explain the purpose of Key Result Areas (KRAs) in performance management? [5M]	C4	BTL2
OR			
9	a. Design how to gather performance information in line of presentation, and take corrective action to the employees. [5M]	C4	BTL4
	b. How does performance planning contribute to overall organizational success? [5M]	C4	BTL3
10	a. State the advantages and limitations of using the ranking method? [5M]	C5	BTL2
	b. Mention different Styles of coaching in organization. [5M]	C5	BTL4
OR			
11	a. Discuss the various steps involved in selecting a contingent pay plan. [5M]	C5	BTL3
	b. Mention various Problems associated with the contingent pay plans. [5M]	C5	BTL3