



**MEASI**  
*Institute of Management*



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**534E9K TALENT MANAGEMENT**

**THIRD SEMESTER**

**QUESTION BANK**



## **TALENT MANAGEMENT – QUESTION BANK**

### **UNIT I: INTRODUCTION TO TALENT MANAGEMENT**

#### **A. One Mark Questions**

1. Define Talent Management.
2. What is meant by 'talent' in an organization?
3. State any one objective of Talent Management.
4. What is sustainable competitive advantage?
5. Mention any one benefit of Talent Management.
6. Who are knowledge people?
7. Name any one internal source of talent.
8. What is meant by talent pool?
9. Mention any one tool used for managing talent.
10. What is the consequence of failure in managing talent?

#### **B. Five Mark Questions**

1. Explain the meaning and concept of Talent Management.
2. Discuss the objectives of Talent Management.
3. Describe the role of Talent Management in building sustainable competitive advantage.
4. Explain the key processes involved in Talent Management.
5. Discuss the benefits of Talent Management to an organization.
6. Differentiate between talent people and knowledge people.
7. Explain various sources of talent.
8. Discuss the consequences of failure in managing talent.
9. Explain the tools used for managing talent in organizations.



10. Explain Talent Management as a strategic function.

### **C. Ten Mark Questions**

1. Define Talent Management and explain its importance in modern organizations.
2. Discuss in detail the role of Talent Management in achieving sustainable competitive advantage.
3. Explain the Talent Management process with a suitable diagram.
4. Analyse the benefits of Talent Management for employees and employers.
5. Critically examine the consequences of ineffective Talent Management.
6. Explain various tools and techniques used in managing talent.
7. Discuss the difference between talent people and knowledge people with examples.
8. Examine internal and external sources of talent in detail.
9. Explain how Talent Management supports organizational strategy.
10. Evaluate Talent Management practices in Indian organizations.

## **UNIT II: BUILDING BLOCKS OF TALENT MANAGEMENT**

### **A. One Mark Questions**

1. What is competency?
2. Define performance management.
3. What is performance appraisal?
4. What is a performance review?
5. Who are executives?
6. What is appraisal system?
7. Define key performance indicators (KPI).



8. What is executive talent?
9. What is a balanced scorecard?
10. What is objective appraisal?

### **B. Five Mark Questions**

1. Explain the concept of competencies in Talent Management.
2. Discuss the relationship between competency and performance management.
3. Explain the process of conducting performance reviews.
4. Discuss the importance of performance appraisal.
5. Explain methods of appraising executive talent.
6. What are the characteristics of an effective appraisal system?
7. Explain performance management as a building block of Talent Management.
8. Discuss problems in performance appraisal.
9. Explain how competencies are linked with appraisal.
10. Describe selecting the right appraisal method.

### **C. Ten Mark Questions**

1. Explain building blocks of Talent Management in detail.
2. Discuss competency-based performance management system.
3. Explain the complete process of conducting performance reviews.
4. Analyze various methods of appraising executive talent.
5. Discuss the importance of selecting the right appraisal system.
6. Examine challenges in performance management and appraisal.
7. Explain how competencies enhance employee performance.



8. Evaluate modern trends in performance management.
9. Discuss performance appraisal as a strategic HR tool.
10. Critically examine executive performance evaluation methods.

### **UNIT III: TALENT PLANNING**

#### **A. One Mark Questions**

1. Define talent planning.
2. What is succession planning?
3. What is career planning?
4. Define talent development budget.
5. What is contingency planning?
6. What is talent reservoir?
7. Define compensation management.
8. What is manpower forecasting?
9. What is replacement chart?
10. What is employee mindset?

#### **B. Five Mark Questions**

1. Explain the concept of Talent Planning.
2. Discuss understanding employee needs and mindset.
3. Explain the succession management process.
4. Integrate succession planning with career planning.
5. Explain steps in designing a succession planning program.
6. Discuss the importance of talent development budget.



7. Explain contingency plans for talent management.
8. What is meant by building a reservoir of talent?
9. Explain compensation management in Talent Management context.
10. Discuss challenges in Talent Planning.

### **C. Ten Mark Questions**

1. Explain Talent Planning and its importance.
2. Discuss succession management process in detail.
3. Explain integration of succession planning and career planning.
4. Design an effective succession planning program.
5. Discuss the role of compensation management in Talent Management.
6. Explain talent development budgeting with examples.
7. Analyze the importance of contingency planning for talent.
8. Discuss strategies for building a talent reservoir.
9. Evaluate talent planning practices in organizations.
10. Critically analyze Talent Planning as a strategic tool.

## **UNIT IV: TALENT ACQUISITION AND RETENTION**

### **A. One Mark Questions**

1. Define Talent Acquisition.
2. What are high potential employees?
3. What is talent development?
4. Define high performance workforce.
5. What is SMR Model?
6. What is employee retention?
7. Define career planning.



8. What is job enrichment?
9. What is employee engagement?
10. What is reward management?

### **B. Five Mark Questions**

1. Explain the concept of Talent Acquisition.
2. Discuss methods of developing high potential employees.
3. Explain the importance of Talent Development Process.
4. Explain steps involved in developing talent.
5. Discuss SMR Model of retention.
6. Explain employee retention programs.
7. Discuss the role of career planning in retention.
8. Explain best practices in employee retention.
9. Discuss challenges in talent acquisition.
10. Explain link between talent acquisition and retention.

### **C. Ten Mark Questions**

1. Explain Talent Acquisition process in detail.
2. Discuss strategies for developing high performance workforce.
3. Explain Talent Development Process and its importance.
4. Analyze SMR Model for employee retention.
5. Discuss employee retention strategies with examples.
6. Explain role of career planning and development in retention.
7. Evaluate best practices in talent retention.
8. Discuss challenges in acquiring and retaining talent.
9. Explain how Talent Acquisition supports business strategy.



10. Critically examine retention practices in modern organizations.

## **UNIT V: COMPETENCY MAPPING & METHODOLOGY**

### **A. One Mark Questions**

1. Define competency.
2. What is competency mapping?
3. What is BEI?
4. What is CIT?
5. What is 360-degree feedback?
6. Define competency model.
7. What is P-CMM?
8. What is competency profiling?
9. What is psychological testing?
10. What is validation of competencies?

### **B. Five Mark Questions**

1. Explain the concept and definition of competency mapping.
2. Discuss types of competencies.
3. Explain features of competencies.
4. Discuss approaches to competency mapping.
5. Explain steps involved in competency mapping.
6. Explain five-level competency model.
7. Discuss competency mapping tools.
8. Explain role of psychological testing in competency mapping.
9. Explain competency-based interviewing.





10. Discuss validation of competency models.

**C. Ten Mark Questions**

1. Explain competency mapping process in detail.
2. Discuss methods and approaches to competency mapping.
3. Explain five-level competency model with examples.
4. Describe development of competency models from raw data.
5. Explain P-CMM and its relevance in competency mapping.
6. Discuss assessment of competencies through 360-degree feedback.
7. Explain BEI and CIT techniques in competency mapping.
8. Discuss how competencies relate to career development and organizational goals.
9. Explain development and validation of competency frameworks.
10. Critically evaluate competency mapping as a strategic HR tool.