

Code No: 783AF

JAWAHARLAL NEHRU TECHNOLOGICAL UNIVERSITY HYDERABAD

MBA III Semester Examinations, February - 2025

TALENT AND PERFORMANCE MANAGEMENT SYSTEMS

Time: 3 Hours

Max.Marks:60

Note: This question paper contains two parts A and B. i) **Part- A** for 10 marks, ii) **Part - B** for 50 marks.

- Part-A is a compulsory question which consists of ten sub-questions from all units carrying equal marks.
- Part-B consists of **ten questions** (numbered from 2 to 11) **carrying 10 marks each**. Each of these questions is from each unit and may contain sub-questions. For each question there will be an “either” “or” choice, which means that there will be two questions from each unit and the student should answer either of the two questions.

PART – A**(10 Marks)**

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|------|---|-----|
| 1.a) | How do you understand talent management? | [1] |
| b) | Brief on importance of talent management. | [1] |
| c) | What is talent acquisition? | [1] |
| d) | What do high performance work teams mean? | [1] |
| e) | Highlight two advantages of performance management. | [1] |
| f) | What are the components of talent management? | [1] |
| g) | What do you mean by KRAs with an example? | [1] |
| h) | What are first two stages of the performance process? | [1] |
| i) | What is a personal development plan? | [1] |
| j) | What do you mean by broad banding? | [1] |

PART – B**(50 Marks)**

2. “Talent management is important for today’s organizations”. Why do you think so? Cite examples to substantiate your answer. [10]
- OR**
3. The Scope of talent management is increasing day by day? Do you agree? Defend your answer with examples. [10]
- 4.a) Discuss the competency based talent management with examples.
- b) Describe the concept of career development. [5+5]
- OR**
5. Explain how organizations integrate competencies in career development and talent retention. [10]
6. Highlight the importance of performance management in talent management? How can HR help in effective implementation of the same in organizations? [10]
- OR**
7. Highlight the features of MBO as a method of performance management? Is it practiced in organizations today? Defend your answer with examples. [10]

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8. Explain the importance of KRAs in Performance planning? What are the principles to be followed in planning KRAs for employees? [10]

OR
9. Explain the steps involved in the implementation of an effective performance management in organizations. [10]

10. What are the objectives of personal development plans for employees? What activities are embedded in the plans? Are skills necessary for managers to manage performance of employees? If yes, list them. [10]

OR
11. What is pay- for- performance method? Is it favored by employees? Why? [10]

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QA QA QA QA QA QA QA Q

QA QA QA QA QA QA QA Q

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