

R22

Code No: 783AF

JAWAHARLAL NEHRU TECHNOLOGICAL UNIVERSITY HYDERABAD

MBA III Semester Examinations, February - 2024

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)**

- 1.a) Define competency. [1]
- b) List the objectives of talent management. [1]
- c) What is performance management? [1]
- d) List any two strategies of talent development. [1]
- e) Define the purpose MBO. [1]
- f) List any two errors of performance appraisal. [1]
- g) What are key performance indicators? [1]
- h) Define performance planning. [1]
- i) Discuss the role 360-degree feedback. [1]
- j) Define broad banding. [1]

**PART-B**

**(50 Marks)**

2. Enumerate the role of competency mapping in talent management process and brief on development of competency model. [10]

**OR**

3. Analyze the role of competency assessment towards talent development and discuss the importance of development centers. [10]

- 4.a) Discuss the relationship between talent management and high performance work teams.
- b) Brief on career development succession and planning. [5+5]

**OR**

- 5.a) What strategies do you suggest for talent attraction and retention?
- b) Illustrate leadership succession using 9-box TM grid. [5+5]
- 6.a) Differentiate performance appraisal and performance management.
- b) How do you linkages of PMS with other HR processes. [5+5]

**OR**

- 7.a) Explain modern performance appraisal methods.
- b) Brief on balance scorecard and performance system. [5+5]

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8. Discuss the steps involved in performance planning and illustrate the performance metrics. [10]

OR

9. Explain the role of KRAs and KPIS towards performance assessment and how do you measure behaviors and result. [10]

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10. Write a short note on pay for performance and contingency pay plan. [10]

OR

11.a) What reward system would you suggest for a sales representative and why?

b) How legal principles affect PMS. [5+5]

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