



K. K. Wagh Institute of Engineering Education & Research, Nashik
(An Autonomous Institute From A.Y. 2022-23)

InSem Examination-I Winter2025	
Exam Seat No.:	
Academic Year: 2025-2026	Semester: III
Class: PG-II	Program: MBA
Branch Code: 10	Pattern:2024
Name of Course: Talent and Acquisition Management	Course Code: 2410614C
Max. Marks: 30	Duration 1.15 Hrs.

Instructions: Candidates should read carefully the instructions printed on the Question Paper and on the cover page of the Answer Book, which is provided for their use.

1. This question paper contains 1 page.
2. Answer to each new question is to be started on a new page.
3. Assume suitable data wherever required, but justify it.
4. Draw the neat labelled diagrams, wherever necessary.
5. The last columns indicates the Course Outcome and level of Blooms Taxonomy of the Question/sub-question.
6. Q.1 and Q.3 are compulsory.
7. Solve a) or b) from Q.2 and Q.4.

Marks CO

Question No. 1

- 1 a) Using the characteristics of talent, design a small framework to recognize top performers in a service-based organization. (3) CO1
- 1 b) Apply the role of talent management to align workforce capabilities with the business strategy of a retail organization. (4) CO1

Question No. 2

- 2 a) Apply the Zinger Model to improve employee engagement and organizational commitment in a start-up environment. (8) CO1

OR

- 2 b) Apply an integrated approach to talent management to align recruitment, training, and performance evaluation in FMCG company. (8) CO1

Question No. 3

- 3 a) Analyse how well-designed job descriptions and specifications contribute to improving the quality of hires in a competitive talent market. (3) CO2
- 3 b) Analyze how organizations in the gig economy are redefining talent acquisition and workforce planning. (4) CO2

Question No. 4

- 4 a) Evaluate how the Employee Value Proposition (EVP) can be analysed to identify gaps between employer promises and employee perceptions (8) CO2

OR

- 4 b) Analyze how integrated HRP models can optimize hiring decisions in organizations undergoing digital transformation. (8) CO2

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