



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

WINTER-2025	
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:60	Duration:2.30 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 2pages.
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.2 are compulsory. Attempt a or b and c or d from Q.3,Q.4 & Q.5 respectively.

Marks CO

Question No. 1

- 1a) Apply the Six Principles of Talent Management (Berger) to explain how an organization can align talent with its business strategy (6) CO1

Question No. 2

- 2a) Analyse the role of Employer Branding and EVP in attracting talent in the gig economy. (6) CO2

Question No. 3

- 3a) Apply a Competency Mapping framework to identify core and leadership competencies required for a middle level manager. (8) CO1, CO2, CO3

OR

- 3b) Evaluate the effectiveness of 360-degree feedback and Balanced Scorecard in improving organizational performance. (8) CO1, CO2, CO3
- 3c) Analyze a real or hypothetical case to explain how Career Planning and Succession Planning ensure leadership continuity. (8) CO1, CO2, CO3

OR

- 3d) Analyse the use of the 9-Box Performance–Potential Matrix in identifying High Potential (HiPo) employees. (8) CO1, CO2, CO3

Question No. 4

- 4a) Evaluate the effectiveness of Coaching and Mentoring in developing leadership pipelines. (8) CO3

OR

- 4b) Create a Talent Development and Retention Strategy for a multinational organization facing high attrition. (8) CO3, CO4

4c) Design a Compensation and Reward System based on pay-for-performance strategies. (8) CO3, CO4

OR

4d) Evaluate the effectiveness of Coaching and Mentoring in developing leadership pipelines. (8) CO3, CO4

Question No. 5

5a) Assess the impact of AI and Big Data on ethical and sustainable talent management practices. (8) CO5

OR

5b) Evaluate the role of Talent Analytics and HRIS in improving workforce planning and decision-making. (8) CO4, CO5

5c) Create a roadmap to embed a Talent-Centric Culture in an organization using change management models. (8) CO4, CO5

OR

5d) Design a future-ready Talent Management Framework addressing remote work, gig workforce and sustainability. (8) CO4, CO5

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