



**K. K. Wagh Institute of Engineering Education and Research,
Nashik**

(An Autonomous Institute from A. Y. 2022-23)

**Marking Scheme
End-Sem Examination-I, Winter 2025**

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

Q. No.	Details	Max. Marks
Q.1	Apply the Six Principles of Talent Management (Berger) to explain how an organization can align talent with its business strategy. (6 marks)	[6]
Q.2	Analyse the role of Employer Branding and EVP in attracting talent in the gig economy. (6 marks)	[6]
Q.3	a) Apply a Competency Mapping framework to identify core and leadership competencies required for a middle-level manager (8marks) OR b) Evaluate the effectiveness of 360-degree feedback and Balanced Scorecard in improving organizational performance. (8marks)	[16]
	c) Analyse a real or hypothetical case to explain how Career Planning and Succession Planning ensure leadership continuity. (8 marks) OR d) Analyze the use of the 9-Box Performance–Potential Matrix in identifying High Potential (HiPo) employees. (8 marks)	8+8
Q.4	a) Evaluate the effectiveness of Coaching and Mentoring in developing leadership pipelines. (8 marks) OR b) Create a Talent Development and Retention Strategy for a multinational organization facing high attrition. (8 marks)	[16]
	c) Design a Compensation and Reward System based on pay-for-performance strategies. (8 marks) OR d) Evaluate the effectiveness of Coaching and Mentoring in developing leadership pipelines. (8 marks)	8+8
Q.5	a) Assess the impact of AI and Big Data on ethical and sustainable talent	[16]



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	<p>management practices. (8 marks)</p> <p style="text-align: center;">OR</p> <p>b) Evaluate the role of Talent Analytics and HRIS in improving workforce planning and decision-making. (8 marks)</p>	8+8
	<p>c) Create a roadmap to embed a Talent-Centric Culture in an organization using change management models. (8 marks)</p> <p style="text-align: center;">OR</p> <p>d) Design a future-ready Talent Management Framework addressing remote work, gig workforce, and sustainability. (8 marks)</p>	