

Plot No. 2, Knowledge Park-III, Greater Noida (U.P.) – 201306

POST GRADUATE DIPLOMA IN MANAGEMENT (2019 -21)

**MID TERM EXAMINATIONS (TERM - IV)**

**Academic Session- 2020-21**

Subject Name: Talent Acquisition, Retention & Engagement  
Sub. Code: PGH-01

Time: 01.30 hrs  
Max Marks: 20

**Note:**

- 1. Writing anything except Roll Number on question paper will be deemed as an act of indulging in unfair means and action shall be taken as per rules.**
- 2. All questions are compulsory in Section A, B & C. Section A carries 1 Case Study of 8 marks. Section B carries 3 questions of 2 marks each and Section C carries 2 questions of 3 marks each.**

**SECTION - A**

**04+04 = 08 Marks**

Q. 1: Case Study:

Powermat Inc has encountered difficulty over the last few years to fill its middle management positions. The company which manufactures and sells complex machinery is organized into six semi-autonomous manufacturing departments. Top management believes that it is necessary for these departmental managers to know product lines and manufacturing process because many managerial decisions must be made at that level. Therefore, the company originally selected employees from within. However, they soon found that employees elevated to the middle-management level often lack the skills necessary to discharge their new duties.

A decision then was made to select from outside, particularly from educational institutes with good industrial management programs. Through the services of professional recruiter the company was provided with a pool of well qualified management graduated. Some of them were hired and placed in the lower management positions as preparation for advancement to the middle management jobs. They all left the company however within two years of their recruitment and selection. Management reverted to its former policy of promoting employees from within and experienced basically the same results as before. Faced with the imminent retirement of employees in several key middle management positions, the company decided to call in a consultant who could suggest solutions.

- What is the problem of recruiting and selecting in this company?
- If you were the consultant, what would you recommend?

**SECTION - B**

**02×03 = 06 Marks**

Q. 2: Prepare a suitable flow chart of the human resource planning process.

Q. 3: Illustrate an importance of ratio analysis in forecasting human resources.

Q. 4: Why Ergonomics is important at workstations?

**SECTION - C**

**03×02 = 06 Marks**

Q. 5. Talent Acquisition has a significant HR function for ensuring the business excellence Discuss with suitable examples.

Q. 6. Induction Programs are conduct by companies. Elaborate upon its steps in the process of conducting a program for new recruits. Explain with suitable examples.



# GL BAJAJ

Institute of Management & Research

Approved by A.I.C.T.E., Ministry of HRD, Govt. of India

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**Note:** Font: Times New Roman, Font size: 12.