GL BAJAJ
Institute of Management & Research, PGDM Institute
FIND YOUR SPARK
GREATER NOIDA   [Approved by A.I.C.T.E., Ministry of HRD, Govt. of India]

Roll No…………

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

POST GRADUATE DIPLOMA IN MANAGEMENT (2020-22)
MID TERM EXAMINATIONS (TERM -IV)
Academic Session- 2021-22

Subject Name: **Talent Acquisition, Retention & Engagement**	Time: 01.30 hrs
Sub. Code: **PGH-01**	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:

Organization Overview: MRG Human Performance Improvement (MRG HPI) was founded in 1988 with the goal to improve human performance through the use of multiple technology avenues. To improve human performance, MRG HPI makes recommendations **about how to change work environments to improve employee performance, motivation and morale; and develops courseware for skill improvement.** The **Training Solutions Division** of MRG HPI develops the courseware products. Revenue for past year: $25 million. Revenue for the Training Solutions Division for the past year: $10 million. MRG HPI total workforce: 650 employees, 260 of whom are employed in then Training Solutions Division.

The Training Solutions Division (TSD) of MRG HPI was awarded a $6 million contract to develop a training academy for ZULU, a United States government organization with highly educated personnel. The contract is for 36 months. The academy must be up and running in three months and the first classroom course offered at the start of the fourth month. TSD must develop the following before the first classroom course is offered: a. A project plan and timeline for the academy's development, including web site design and launch, course development and repeat course cycles. b. Paper-based training and educational products. c. Web-based training and educational products. d. Digitized video training and educational products. e. Marketing brochures, posters and e-mail announcements. f. Event logistics plans. g. Delivery schedules for 15 courses. h. Training analyses for the first and second courses. i. Instructional design plans. j. An instructor's guide, participant manual and PowerPoint presentation with a variety of multimedia components such as graphics, animations and videos for the first course. k. An examination for the first course.
The training academy will be completely virtual. In addition, the academy web site will house course materials and records for attendee access, and an interactive forum for academy member collaboration. The contract requires TSD to develop 15 classroom-based courses that are highly interactive and use innovative multimedia approaches. After all the courses are developed and delivered one time, they will be repeated during the last year of the three-year project.

The Training Solutions Division is a matrix organization* divided into the following branches: Project Management, Instructional Design, Graphic Design, Programming, Document Production, Logistics, Multimedia.
All 260 employees in the Training Solutions Division are already assigned to projects. The new contract will require TSD to determine how many employees they will need for each division branch and for each project. They will need to take into account when current projects are ending;

who can be moved from those projects to the new project; and how many new employees will be needed.

Increasing Staff to Complete the First Phase

MRG HPI is committed to maintaining a highly qualified talent pool. Therefore, all MRG HPI employees must be considered for new work opportunities before being terminated due to lack of an available, relevant assignment. New employees must be hired to support existing workloads. Full-time position requests must include verification of the project assignment; a budget to support the position; and the duration of the assignment. If project will be short in duration, term hires must be considered or even the use of a consultant or subcontractor.

The addition of a new position requires written approval from the project manager, branch chief, the vice president of the Training Solutions Division, the chief operating officer, the chief financial officer and the vice president of Human Resources.

Subcontractor hiring requires written approval from the project manager, branch chief, of the vice president of the Training Solutions Division, the vice president of Contracts, the chief operating officer, the chief financial officer and the vice president of Human Resources.

Staff reassignments require written approval from the branch chief, the vice president of the Training Solutions Division, the chief operating officer, the chief financial officer, the vice president of Human Resources and the chief executive officer.

Question:

1 (A) What are the existing recruitment policies and guidelines? What challenges do they cause and what will you do to meet them. Share your proposed results.

1 (B) What are some of the positions you may need to recruit? Why? Develop a communication plan for hiring new recruit

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SECTION– B   **02×03 = 06 Marks**
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Q. 2: During the Hybrid Work system, assume you have to develop an HR plan for an IT Company having branches in major cities in India. What specific external factors would be important for you to consider. Why?

Q. 3: Discuss the applications and benefits of Acquihiring, Gamifications and Head Hunting .

Q. 4: Design and describe a selection process for filling opening for HR Operation job for a large Hotel.

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SECTION– C   **03×02 = 06 Marks**
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Q.5. Develop the Job Description for your Summer Internship Industry Mentor. Based on that develop the job specification required for the position.

Q. 6. Elaborate how regression analysis is used by organizations to determine the probable future requirement of human resources of an event. Support your answer with example

Mapping of Questions with Course Learning Outcome

COs	Question Number(s)	Total Marks Allocated to the CO
CO1	**CO5**	**8**
CO2	**2**	**2**
CO3	**3&6**	**5**
CO4	4	**2**
CO5	5	**3**