

Plot No. 2, Knowledge Park-III, Greater Noida (U.P.) –201306  
**POST GRADUATE DIPLOMA IN MANAGEMENT (2020-22)**  
**END TERM EXAMINATION (TERM -IV)**

Subject Name: **Talent Acquisition, Retention and Engagement**

Time: **02.30 hrs**

Sub. Code: **PGH-01**

Max Marks: **60**

**Note:**

**1. All questions are compulsory. Section A carries 10 marks: 5 questions of 2 marks each, Section B carries 30 marks having 3 questions (with internal choice question in each) of 10 marks each and Section C carries 20 marks one Case Study having 2 questions of 10 marks each.**

**SECTION - A**

Attempt all questions. All questions are compulsory.

**2×5 = 10 Marks CO5**

**Q. 1 (A):** Explain employee life Cycle stages

**Q. 1 (B):** Describe difference, methods and metrics of forecasting HR demand and supply.

**Q. 1 (C):** Describes types of analytical models in HR?

**Q. 1 (D):** Explain the usage of Descriptive Analytics in HR recruitment process.

**Q. 1 (E):** Elaborate quadrants of HR Analytics.

**SECTION - B**

All questions are compulsory (Each question has an internal choice. Attempt any one (either A or B) from the internal choice)

**10 x 3 = 30 Marks**

**Q. 2: A.** Discuss the probable solutions for candidates receiving multiple offers and Clients low-balling candidates. CO1

**Or**

**Q. 2: B.** Describe latest 5 Creative Talent Acquisition Strategies for 2 Freelancers profile in Sales and HR. CO1

**Q. 3: A.** Turnover can be either good or bad for the organization depending on the departing employee". Explain the statement in context of optimal turnover. Also explain the formula to calculate turnover rate. CO3

**Or**

**Q. 3: B.** Imagine you run an electronic company with 20 salaried employees and 15 part-time employees.

How many total hours your salaried staff members work (40 hrs for one employee) a week? Also calculate your part-time employees work a total of hours a week. In this hypothetical situation, calculate FTE. CO3

**Q. 4: A.** Differentiate between socialization tactics. Describe the best fit socialization tactic when 10 employees are hired in one week for different departments. CO4

**Or**

**Q. 4: B.** Explain the advantages of induction process and list minimum 10 joining documents. Also mention the major components of appointment letter. CO4

## SECTION - C

Read the case and answer the questions

**10×02 = 20 Marks**

**Q. 5: Case Study:**

Uptron Electronics Limited is a pioneering and internationally reputed firm in the Electronics industry. It is one of the largest firms in the country. It attracted employees from internationally reputed institutes and industries by offering high salaries, perks, etc. It has advertised for the position of Electronic Engineer. Nearly 150 candidates applied for the job. Mr. Shashidhar an electronics Engineering graduate from Indian Institute of Technology with 5 years working experience in a medium-sized electronics firm, was selected from among the 130 candidates who took tests and interview. The interview board recommended an enhancement in his salary by Rs.5000 more than his present salary at his request. Mr. Shashidhar was very happy to achieve this and he was congratulated by a number of people including his previous employer for his brilliant interview performance and good luck.

Mr. Shashidhar joined Uptron Electronics Ltd, on 21<sup>st</sup> January 2014, with great enthusiasm. He also found his job to be quite comfortable and a challenging one and he felt it was highly prestigious to work with this company during the formative years of his career. He founds his superiors as well as subordinates to be friendly and cooperative, but this climate did not live long. After one year of his service, he slowly learnt about a number of unpleasant stories about the company, management, the superior-subordinate relations, rate of employee turnover, especially at higher level. But he decided to stay on as he promised several things to the management in the interview. He wanted to please and change the attitude of the management through his diligent performance, firm commitment and dedication. He started maximizing his contributions and the management got the impression that Mr. Shashidhar has settled down and will remain in the company.

After sometime, the superiors started riding over Mr. Shashidhar. He was over-loaded with multifarious jobs. His freedom in deciding and executing was cut down to size. He was ill-treated on a number of occasions before his subordinates. His colleagues also started assigning their responsibilities to Mr. Shashidhar. Consequently there were imbalances in his family life, social life and organizational life. But he seemed to be calm and contented. Management felt that Mr. Shashidhar had the potential to bear with many more organizational responsibilities.

The General Manager was quite surprised to see the resignation letter of Mr. Shashidhar along with a cheque equivalent to a month's salary one fine morning on 18<sup>th</sup> January 2016. The General Manager failed to convince Mr. Shashidhar to withdraw his resignation. The General Manager relieved him on 25<sup>th</sup> January 2016. The General Manager wanted to appoint a committee to go into the matter immediately, but dropped the idea later.

Question

**Q. 5: (A).** Based upon the case facts, discuss what retention strategies you would have used to retain Mr. Shashidhar?

**Q. 5: (B).** With reference to the case discuss impact of socialization and employee engagement on employee performance and decision making? **CO-2**

**Mapping of Questions with Course Learning Outcome**

| <b>Question Number</b> | <b>Cos</b> | <b>Marks Allocated</b> |
|------------------------|------------|------------------------|
| Q. 1:                  | <b>CO5</b> | <b>10 marks</b>        |
| Q. 2:                  | <b>CO1</b> | <b>10 marks</b>        |
| Q. 3:                  | <b>CO3</b> | <b>10 marks</b>        |
| Q. 4:                  | <b>CO4</b> | <b>10 marks</b>        |
| Q. 5:                  | <b>CO2</b> | <b>20 marks</b>        |