GL BAJAJ
Institute of Management & Research, PGDM Institute
Greater Noida

FIND YOUR SPARK

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

POST GRADUATE DIPLOMA IN MANAGEMENT (2022-24)
END TERM EXAMINATION (TERM -III)

Subject Name: **Talent Acquisition Retention and Engagement**	Time: **02.00 hrs**
Sub. Code: **PGH31**	Max Marks: **40**

Note:

All questions are compulsory. Section A carries 5 marks: 5 questions of 1 mark each, Section B carries 21 marks having 3 questions (with internal choice question in each) of 7 marks each and Section C carries 14 marks one Case Study having 2 questions of 7 marks each.

Kindly write the all the course outcomes as per your TLEP in the box given below:

CO1-Identify ethical issues pertaining to recruitment, selection, staffing and retention decisions and their impact to firm performance.

CO2-Interpret and apply a global outlook and an understanding of workforce diversity when dealing with issues of equal opportunities and engagement of human resources in organizations.

CO3-Analyse various staffing strategy contributes to organizational effectiveness

CO4-Integrate the staffing support activities, e.g. legal compliance, planning, and job analysis.

CO5-Compare and contrast workforce and talent data to identify trends and other actionable performance information

SECTION - A

Attempt all questions. All questions are compulsory.   **1×5 = 5 Marks**

Questions	CO	Bloom's Level
Q. 1: (A). Write a short note on Job Analysis **Q. 1: (B).** Briefly explain Talent Acquisition **Q. 1: (C).** Illustrate Forecasting in HR **Q. 1: (D).** Briefly explain HRP process **Q. 1: (E).** Write a short note on Ergonomics (Entire Sec A to be assigned one CO.)	CO1	L1 L2

SECTION – B

All questions are compulsory (Each question have an internal choice. Attempt any one (either A or B) from the internal choice)   **7 x 3 = 21 Marks**

Questions	CO	Bloom's Level

Questions	CO	Bloom's Level
Q. 2: (A). What is the reason behind Great Resignation.Elaborate your answer with suitable examples **Or** **Q. 2: (B).** Briefly explain the various types of Selection Tests.Mention about the nature and role of selection in Organisational Effectiveness	CO2	L3 L4
Q. 3: (A). What are the requisites of an effective Induction Programme.Design the Induction program for the newly recruited employees from different nation **Or** **Q. 3: (B).** What role socialisation plays in employee performance.Briefly mention the problems and steps to overcome PJO fit	CO3	L4 L6
Q. 4:(A). You are the HR manager for a small company, consisting of twenty five people plus the two owners, Steve and Corey. Every time you go into Steve's office, you see he is on Instagram and he is insta friends with several people in the organization, you have also heard he constantly updates his status and uploads pictures during work time. Then, at meetings, Steve will ask employees if they saw the pictures he recently uploaded from his vacation, weekend, or backpacking trip. One employee, Sam, comes to you with a concern about this. "I am just trying to do my job, but I feel if I don't look at his photos, he may think I am not a good employee she says. What action will you take to handle this situation **Or** **Q. 4: (B).** Your manager is very concerned about the cost of hiring the three new people you need. As a result, she doesn't want to post the advertisement in a variety of places; she thinks it's best to just use a "refer a friend" recruitment strategy. When she moves forward with this strategy, ten people turn in .Upon looking further, it appears all applicants went to the same private religious college and graduated around the same time. You are concerned that this method of recruitment lacks diversity. How would you handle this with your manager?	CO5	L3 L4

SECTION - C

Read the case and answer the questions   **7×02 = 14 Marks**

Questions	CO	Bloom's Level

Q. 5: Case Study:	CO4	L5 L6
Jennifer, the owner and manager of a company with ten employees, has hired you to take over the HRM function so she can focus on other areas of her business. During your first two weeks, you find out that the company has been greatly affected by the up economy and is expected to experience overall revenue growth by 10 percent over the next three years, with some quarters seeing growth as high as 30 percent. However, five of the ten workers are expected to retire within three years. These workers have been with the organization since the beginning and provide a unique historical perspective of the company. The other five workers are of diverse ages. In addition to these changes, Jennifer believes they may be able to save costs by allowing employees to telecommute one to two days per week. She has some concerns about productivity if she allows employees to work from home. Despite these concerns, Jennifer has even considered closing down the physical office and making her company a virtual organization, but she wonders how such a major change will affect the ability to communicate and worker motivation.Jennifer shares with you her thoughts about the costs of health care on the organization. She has considered cutting benefits entirely and having her employees work for her on a contract basis, instead of being full-time employees. She isn't sure if this would be a good choice.Jennifer schedules a meeting with you to discuss some of her thoughts. To prepare for the meeting, you perform research so you can impress your new boss with recommendations on the challenges presented. Questions: **Q. 5: (A).** Point out which changes are occurring in the business that affect Human Resource Department **Q. 5: (B).** What are some considerations the company and HR should be aware of when making changes related to this case study?		

Kindly fill the total marks allocated to each CO's in the table below:

COs	Marks Allocated
CO1	5 Marks (Example)
CO2	7 Marks
CO3	7 Marks
CO4	14 Marks
CO5	7 Marks

(Please ensure the conformity of the CO wise marks allocation as per your TLEP.)
Blooms Taxonomy Levels given below for your ready reference:
L1= Remembering
L2= Understanding
L3= Apply
L4= Analyze
L5= Evaluate
L6= Create