

Plot No. 2, Knowledge Park-III, Greater Noida (U.P.) –201306
POST GRADUATE DIPLOMA IN MANAGEMENT (2024-26)
MID TERM EXAMINATION (TERM -III)

Subject Name: Talent Acquisition, Retention & Engagement

Time:

01.00 hrs

Sub. Code: **PGH31**

Max Marks: 20

Note: All questions are compulsory.

Section -A

Read the following use-case and answer the following questions:

Caselet 1: (CO1- 10 marks)

XYZ Corporation, a leading consumer goods company, is planning to expand its operations into new markets. The HR department has been asked to prepare a manpower plan to ensure the availability of skilled employees for the expansion. The team needs to forecast the workforce demand for the next two years and identify potential internal and external sources of talent.

During the initial analysis, the HR manager identified a few challenges:

1. Fluctuating market demand due to changing consumer preferences.
2. Limited internal supply of experienced employees for leadership roles.
3. Difficulty in predicting external supply due to high competition for talent in the industry.

The HR manager is also considering integrating ergonomics into job roles to improve efficiency and employee well-being.

Question: How can linking manpower planning with strategic HR management help XYZ Corporation achieve its expansion goals? State few advantages of aligning HRP with SHRM.

Section -B

Caselet 2: (CO2- 10 marks)

ABC Tech Solutions, a fast-growing IT firm, is facing challenges in filling key positions for a new project. The recruitment team has tried traditional methods like job postings and employee referrals but hasn't been able to attract suitable candidates.

To overcome this, the HR manager is exploring creative talent acquisition strategies such as head-hunting, executive talent search, and internal mobility. However, there are concerns about the cost and ethical implications of these approaches. Additionally, the team is evaluating the reliability and validity of their current selection tests to ensure they are hiring the right candidates.

Question:

What creative talent acquisition strategies should ABC Tech Solutions prioritize to attract top talent, and how can they ensure ethical recruitment practices while improving the reliability of their selection process? Design one creative recruitment process with diagram.