

N.B. Attempt all questions

Total marks (60)

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1. _____ is an integral part of human resource management

- A. **Talent management**
- b. Human resource.
- C. People management.
- d. none of the above.

2. Talent management refers to the _____ for an organization and the planning to meet those needs.

- a. anticipation of required human skills.
- b. **anticipation of required human capital.**
- c. anticipation of required finance.
- d. anticipation of required top management.

3. Everything done to recruit, retain, develop, reward and make people perform forms a part of part _____ as well as strategic workforce planning.

- a. Human resource planning.
- b. **Talent management.**
- c. recruitment & selection.
- d. Both a & b.

4. Talent management can be defined as a deliberate approach implemented to _____, develop and retain people with required aptitude or skills to meet the present and future goals or needs of the organization.

- a. **recruit or hire.**
- b. recruit or retain.
- c. recruit & train.
- d. both a & b

5. Talent management is the _____ of using strategic human resource planning to improve business value and to make it possible for companies and organizations to reach their goals.

- a. **science**
- b. art.
- c. culture
- d. habit

6. In the year in _____ "talent management" was entered in a paper.

- a. 1994
- b. 1980
- c. 1955
- d. **1998**

7. The term was coined by _____ .

- a. **McKinsey & Company**
- b. Elizabeth G
- c. Eduard G. Micheals
- d. none of the above

8. A talent management system is suggested to be used in business strategy and implemented in _____ processes throughout the company as a whole.

- a. monthly .
- b. weekly.
- c. yearly.
- d. **daily**

9. The business strategy must include responsibilities for _____ managers to develop the skills of their immediate subordinates.

- a. **line**
- b. departmental
- c. both a & b
- d. none of the above.

10. The issue with many companies and the military today is that their organizations put tremendous effort into attracting employees to their company, but spend little time into _____ talent.

- a. Training and development
- b. **Retaining and developing**
- c. Selection.
- d. Development

11. The talent management strategy may be supported by technology such as _____ or _____ .

- a. HRSI
- b. HRMS.
- c. **Both a & b.**
- d. None of the above.

12. The need of talent management includes _____ .

- a. Attract Skilled Employees
- b. Improve Retention Rates
- c. Boost Performance
- d. **All of the above.**

13. Talent management encourages you to think about why employees want to work for your company and **why they might choose to leave is a part of**_____ .

a. Attract Skilled Employees

b. Improve Retention Rates

c. Boost Performance

d. none of the above.

14. _____ is a natural outgrowth of talent management.

a.management planning.

b. succession planning.

c. talent management.

d. resource management.

15. _____ is one of the most effective staff acquisition and retention strategies.

a. capital management.

b. resource management.

c. people management.

d. talent management.

16. _____ are, undoubtedly the best resources of an organization.

a.Capital

b. People

c.Technology

d.both a & b.

17. To sustain and stay ahead in business, _____ can not be ignored.

a.human resource.

b.talent management.

c.capital management.

d. none of the above.

18. The process regulates the _____ of talented people in an organization.

a. entry and exit

b.capital management.

c. talent management.

d.both a & b.

19. _____ is the preparatory stage and plays a crucial role in success of the whole process.

a. Sourcing the Talent.

b. Understanding the Requirement

c. Attracting the Talent

d. none of the above.

20. The first step in talent management process is _____ .

a.Sourcing the Talent.

b. Understanding the Requirement

c. Attracting the Talent

d. Recruiting the Talent

21. The second step in talent management process is _____ .

a.Sourcing the Talent.

b. Understanding the Requirement

c. Attracting the Talent

d. Recruiting the Talent

22. The third step in talent management process is _____

a.Sourcing the Talent.

b. Understanding the Requirement

c. Attracting the Talent

d. Recruiting the Talent

23. The actual process of hiring starts from _____.

a.Sourcing the Talent.

b. Understanding the Requirement

c. Attracting the Talent

d. Recruiting the Talent

24. _____ stage when people are invited to join the organization.

a.Sourcing the Talent.

d. Recruiting the Talent

c. Understanding the Requirement

d. Attracting the Talent

25. After all the main aim of talent management process is to _____ the best people from the industry.

a. hire

b.train

c.retrain

d.select

26. The main activities of _____ stage are developing job description and job specifications.

- a. Sourcing the Talent.
- d. Recruiting the Talent
- c. Understanding the Requirement
- d. Attracting the Talent

27. After recruiting the best people, they are _____ to get the desired output.

- a. trained and developed
- b. promoted
- c. both a & b
- d. none of the above.

30. Measuring the actual performance of an employee is necessary to identify his or her true potential is a step in _____.

- a. Sourcing the Talent.
- d. Recruiting the Talent
- c. Understanding the Requirement
- d. Performance Appraisal

31. _____ is all about who will replace whom in near future.

- a. Succession planning
- b. talent management
- c. replacement
- d. none of the above.

32. _____ process ends when an individual gets retired or is no more a part of the organization.

- Sourcing the Talent.
- d. Recruiting the Talent
- c. Understanding the Requirement
- d. Exit

33. In talent management end to end process, workforce and succession planning leads to _____

1. compensation management
2. performance management
3. learning management systems
4. e-recruiting

34. Process of attracting, selecting, training and promoting employees through a particular firm is called _____

1. phased retirement
2. preretirement counseling
3. **talent management**
4. modifying selection procedure

35. In talent management end to end process, workforce compensation management leads to _

1. succession planning
2. **performance management**
3. learning management systems
4. e-recruiting

36. Showing employees their performance graphs and quantitative data is an example of

1. **performance feedback**
2. performance appraisal
3. appraisal system
4. appraisal feedback

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3. **talent management**
4. modifying selection procedure

39. Modifying selection procedures for senior employees is a step towards

1. **keeping retirees**

2. keeping employees
3. retirement benefits
4. talent management

40. Professional competence and consistency is exhibited by

1. **effective mentors**
2. performance manager
3. appraisal manager
4. professional training

41. What is the qualifying service to claim gratuity?

- (a) 15 years
- (b) 10 years
- (c) 5 years**
- (d) No such prescription

42. In the case of a monthly rated employee, the fifteen days' wages shall be calculated by dividing the monthly rate of wages last drawn by him by ----- and multiplying the quotient by fifteen.

- (a) 30
- (b) 15
- (c) 26**
- (d) 25

43. Which one of the following Labour Legislations provides comprehensive benefits to industrial workers in India?

- (A) Employee Provident Funds Act
- (B) Employees' Compensation Act
- (C) Employees' State Insurance Act**
- (D) Maternity Benefit Act

44 What is the percentage Employee's Contribution in Employees provident Fund?

- (a) 8.33%
- (b) 12%**
- (c) 24%
- (d) 25%

45 Employer's Contribution for the covered employees in Employees State Insurance Contribution is

- (a) 12%
- (b) **4.75%**
- (c) 1.11%
- (d) 35%

46 scope of the Talent Management includes ___

- (a) retirement and separation of employees
- (b) HR training and development
- (c) industrial relations
- (d) all of the above**

47 A brief write-up of what the job is all about is ___

- (a) job finding
- (b) job summary
- (c) job analysis
- (d) job specification**

48. HRM is _____

- (a) employee oriented**
- (b) employer oriented
- (c) legally oriented
- (d) none of the above

49-The actual achievements compared with the objectives of the job is

- a. Job performance
- b. Job evaluation
- c. Job description
- d. None of the above

50. Majority of the disputes in industries is (are) related to the problem of

- a. Wages
- b. Salaries
- c. Benefits
- d. **All of the above**

51 following type of recruitment process is said to be a costly affair.

- a. Internal recruitment
- b. **External recruitment**
- c. Cost remains same for both types
- d. Employee referral program

52. The three important components in aligning business strategy with HR practice:

- a. **Business Strategy, Human Resource Practices, Organisational Capabilities**
- b. Marketing Strategy, Human Resource Practices, Organisational Capabilities
- c. Business Strategy, Human Resource Practices, Organisational structure
- d. Marketing Strategy, Human Resource Practices, Organisational structure

53 The basic managerial skill(s) is(are)

- a. To supervise
- b. To stimulate
- c. To motivate
- d. **All of the above**

54 Which of these models is not a rational planning approach

- a. Corporate- level strategic planning
- b. Strategic business unit level strategic planning
- c. **Processual approach**
- d. Operational level strategic planning

55 Motivating the employees is classified as

- a. Informational role
- b. **Interpersonal role**

c. Decisional Role

d. Conceptual role

56 HR department maintains record of

a. **Employees**

b. Sales

c. Transaction

d. Non of the above

57 Which of the following force makes an individual eligible to make decisions, give orders & directing work activities of others?

a. Power

b. Command

c. Influence

d. **Authority**

58 Talent management means and includes

a. Placement of right person at the right job

b. Employee development

c. Training

d. All of the above

59 Basis of job evaluation is

a. Job design

b. Job Ranking

c. **Job analysis**

d. None of the above

60 360-Degree Feedback enhances the quality of _____ decisions.

a. HR

b. Management

c. HRD

d. **All of the above**