

ANURAG Engineering College**(An Autonomous Institution)****II MBA I Semester Regular/Supplementary Examinations, January–2025****TALENT AND PERFORMANCE MANAGEMENT SYSTEMS****(MASTER OF BUSINESS ADMINISTRATION)****Time: 3 Hours****Max. Marks: 60****Section – A (Short Answer type questions)****(10 Marks)****Answer All Questions**

	Course Outcome	B.T Level	Marks
1. What is the need for talent management?	CO1	L2	1M
2. Write about the importance of competency assessment.	CO1	L2	1M
3. Explain the concept of succession planning.	CO2	L2	1M
4. What do you mean by talent retention?	CO2	L1	1M
5. What is the role of HR in PMS?	CO3	L2	1M
6. What is MBO?	CO3	L1	1M
7. List out various key performance indicators (KPIs).	CO4	L1	1M
8. What type of information is required in PMS?	CO4	L2	1M
9. Differentiate traditional and contingent pay plan.	CO5	L2	1M
10. What do you mean by pay for performance?	CO5	L2	1M

Section B (Essay Questions)**Answer all questions, each question carries equal marks.****(5 X 10M = 50M)**

11. A) Explain the scope and importance of talent management.	CO1	L2	10M
OR			
B) Discuss various methods of competency mapping.	CO1	L2	10M
12. A) Explain various methods of talent acquisition.	CO2	L3	10M
OR			
B) Elucidate on 9 box talent management grid.	CO2	L3	10M
13. A) Explain how performance management contributes to growth and development of an organization.	CO3	L2	10M
OR			
B) Write about various approaches to PMS.	CO3	L3	10M
14. A) Explain various key result areas (KRAs) in PMS.	CO4	L2	10M
OR			
B) Explain various steps of PMS process.	CO4	L2	10M
15. A) Explain how performance management encourages employee development.	CO5	L3	10M
OR			
B) Elucidate on various types of pay plans and pay structures.	CO5	L2	10M

