

ANURAG Engineering College

(An Autonomous Institution)

II MBA I Semester Regular Examinations, Jan/Feb-2024

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. Write about need of Talent management.	CO1	L1	1M
2. Classify Various Competencies.	CO1	L2	1M
3. Define Talent Retention.	CO2	L1	1M
4. Explain about Career development.	CO2	L2	1M
5. What is Management by Objective?	CO3	L1	1M
6. Explain about Performance Appraisal.	CO3	L2	1M
7. What are Key Result Areas?	CO4	L1	1M
8. Explain about Key Performance Indicators.	CO4	L2	1M
9. What is Job Evaluation?	CO5	L1	1M
10. Explain about Broad Banding.	CO5	L2	1M

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

11. A) Brief about various imperatives of Talent Management.	CO1	L3	10M
OR			
B) Identify Competencies development using development centre.	CO1	L2	10M
12. A) Explain about Leader's success with Managerial Grid.	CO2	L2	10M
OR			
B) Brief about 360-degree feedback system in developing leadership Potential.	CO2	L3	10M
13. A) Explain about Traditional Performance Appraisal System.	CO3	L2	10M
OR			
B) Identify about the disadvantages of Poorly Implemented Performance Management.	CO3	L3	10M
14. A) Explain in detail about Presentation and Interpretation of Performance Information.	CO4	L2	10M
OR			
B) What are the types of Performance Metrics? Explain.	CO4	L3	10M
15. A) Explain the legal principles affect the Performance Management System.	CO5	L2	10M
OR			
B) How different styles of Coaching are helpful in Coaching Process.	CO5	L3	10M