

Roll No.

Total Pages : 02

OMMS/M-20

13119

**TALENT ACQUISITION AND
PERFORMANCE MANAGEMENT
HRM-406**

Time : Three Hours]

[Maximum Marks : 70

Note : Q. No. **1** is compulsory. Attempt any *Five* questions from remaining eight questions.

1. Compulsory Question : **5×4=20**
 - (a) Characterises of performance metrics
 - (b) Indicators of measuring financial performance
 - (c) Indicators of potential/qualities for potential evaluation of employees
 - (d) Benefits of talent management system
 - (e) Outplacement as a talent strategy.
2. How does job analysis contribute to performance management ? **10**
3. Write a detailed note on European foundation for quality management (EFQM) model. **10**
4. What are measures for team performance and explain the team performance management process. **10**

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5. What are the different strategies adopted by organizations for retaining talented employees ? **10**
6. Explain the concept of performance problem solving in PMS. **10**
7. What are the ethical issues and dilemmas in performance management ? **10**
8. Explain the steps for integrating succession planning and career planning. **10**
9. Explain in detail the concept of talent planning. **10**