

**PSG COLLEGE OF ARTS & SCIENCE  
(AUTONOMOUS)**

**PGDBM DEGREE EXAMINATION MAY 2025  
(First Semester)**

**Branch – PG DIPLOMA IN BUSINESS MANAGEMENT**

**TALENT MANAGEMENT**

Time: Three Hours

Maximum: 75 Marks

**SECTION-A (10 Marks)**

Answer ALL questions

ALL questions carry EQUAL marks

(10 × 1 = 10)

Module No.	Question No.	Question	K Level	CO
1	1	Identify the role of the Human Resource Manager in Strategic HRM. a) Budget planning                      b) Employee advocacy c) Conflict resolution d) Strategic partnership with business goals	K1	CO1
	2	State one key objective of Human Resource Management. a) Maximize employee well-being b) Improve customer satisfaction c) Decrease employee turnover d) Monitor external competitors	K2	CO1
2	3	Find the correct sequence of steps in the Job Analysis process. a) Planning, Selection, Recruitment b) Job Description, Job Specification, Job Design c) Job Evaluation, Orientation, Onboarding d) Recruitment, Socialization, Induction	K1	CO2
	4	Which of the following is a benefit of the socialization process? a) Increased employee absenteeism b) Decreased employee engagement c) Better cultural integration              d) Increased turnover rates	K2	CO2
3	5	Define Organizational Development (OD). a) A process to improve individual performance b) A long-term approach to improve organizational effectiveness c) A technique for wage negotiations d) A marketing research method	K1	CO3
	6	Which method is commonly used in employee training programs? a) Job rotation                              b) Exit interviews c) Financial incentives                      d) Customer feedback	K2	CO3
4	7	What is the key purpose of offering fringe benefits? a) To increase workload b) To improve employee retention and morale c) To reduce training costs d) To eliminate appraisal systems	K1	CO4
	8	Identify a common method of wage payment. a) Hourly rate                              b) Flat tax c) Peer review                              d) Rotation of tasks	K2	CO4
5	9	Identify a tool used to assess emotional intelligence in employees. a) Myers-Briggs Type Indicator (MBTI)              b) IQ tests d) 360-degree feedback d) Emotional Competence Inventory (ECI)	K1	CO5
	10	Which global HR trend became prominent during the information era? a) In-person training                      b) Remote work and learning c) Traditional 9-to-5 jobs                      d) Restrictive hiring practices	K2	CO5

Cont...

**SECTION - B (35 Marks)**

Answer ALL questions

ALL questions carry EQUAL Marks

(5 × 7 = 35)

Module No.	Question No.	Question	K Level	CO
1	11.a.	Describe the role of a Human Resource Manager in an organization.	K2, K3	CO1
		(OR)		
	11.b.	Outline the key aspects of Strategic HRM and its role in achieving organizational goals.		
2	12.a.	Compare internal and external sources of recruitment and explain their respective advantages.	K2, K3	CO2
		(OR)		
	12.b.	Explain the importance of socialization and its benefits during the induction process.		
3	13.a.	Describe the concept of Organizational Development (OD) and its importance.	K2, K3	CO3
		(OR)		
	13.b.	Outline the OD process and the interventions commonly applied in organizations.		
4	14.a.	Describe the various fringe benefits and retirement benefits provided to employees.	K2, K3	CO4
		(OR)		
	14.b.	Summarize the concept of Quality of Work Life and how it enhances employee commitment.		
5	15.a.	Summarize the benefits of remote work and learning in the information era.	K2, K3	CO5
		(OR)		
	15.b.	Outline the HR practices of global leaders in empowering teams and employees.		

**SECTION - C (30 Marks)**

Answer ANY THREE questions

ALL questions carry EQUAL Marks

(3 × 10 = 30)

Module No.	Question No.	Question	K Level	CO
1	16	Discuss the significance of Human Resource Policies and how they contribute to organizational strategy.	K4	CO1
2	17	Elucidate the steps involved in career planning and development, and how it benefits both the employee and the organization.	K6	CO2
3	18	Analyze the effectiveness of OD interventions in improving organizational performance.	K6	CO3
4	19	Examine the role of incentives and benefits in building long-term employee loyalty.	K5	CO4
5	20	Examine the role of HR in managing mental health and stress in the workplace, especially in a remote work setting.	K4	CO5

Z-Z-Z

END