

PSG COLLEGE OF ARTS & SCIENCE  
(AUTONOMOUS)  
BBA DEGREE EXAMINATION DECEMBER 2025  
(Fifth Semester)

Branch – BUSINESS ADMINISTRATION

**MAJOR ELECTIVE COURSE – I : 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	The process of building and maintaining the optimal workforce to meet business needs is termed as _____ management. a) Marketing      b) Operations c) Talent      d) Event	K1	CO1
	2	_____ is the discrepancy between an employee's actual skill set and the set of talents needed for a given position. a) Management gap    b) Talent gap c) Work gap      d) Employee gap	K1	CO1
2	3	_____ refers to the process of identifying and acquiring skilled workers to meet organizational needs. a) Talent acquisition    b) Talent morale c) Talent retention    d) Talent solution	K2	CO2
	4	Succession planning is a proactive approach that identifies and develops _____. a) External vacant    b) Government plans c) Material sources    d) Internal talent	K2	CO2
3	5	A talent management strategy aims to boost _____. a) Employee performance b) Employer performance c) Stakeholder performance d) Business performance	K2	CO3
	6	Which one of the following is a key component of talent management strategy? a) Talent destruction b) Performance decreasing c) Employee engagement d) Stoppage planning	K2	CO3
4	7	Why employee retention is important? a) Decreased productivity    b) No stability c) Business failure      d) Cost savings	K3	CO4
	8	ROI stands for Return on _____. a) Income      b) Investment c) Information    d) Importance	K3	CO4
5	9	What are the strategies for success of talent management? a) Digital first culture    b) Adaptive leadership c) Talent ecosystems    d) All the above a,b&c	K1	CO5
	10	Which one of the following is a challenge to talent management? a) Flexible models b) Up skilling c) Lack of tools and software support d) Continuous learning	K1	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.	What are the basic objectives of talent management?	K1	CO1		
	(OR)					
	11.b.	State the role of talent management in building the sustainable competitive advantage to a firm.				
2	12.a.	Distinguish between talent acquisition and recruitment.	K4	CO2		
	(OR)					
	12.b.	Examine the importance of talent development process.				
3	13.a.	Identify the steps in developing talent management strategy.	K3	CO3		
	(OR)					
	13.b.	Find out the ways to map business strategies and talent management strategies.				
4	14.a.	Write a brief note on Voluntary Turnover with some examples.	K2	CO4		
	(OR)					
	14.b.	Summarize the consequence of ROI on talent management.				
5	15.a.	“Talent management changes workforce expectations”. Justify this statement.	K5	CO5		
	(OR)					
	15.b.	Evaluate the opportunities in talent management.				

**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	Describe the key responsibilities of talent management manager.	K1	CO1
2	17	Summarize the current trends in talent acquisition.	K2	CO2
3	18	Identify the various approaches to talent management.	K3	CO3
4	19	Analyze the best practices in employee retention.	K4	CO4
5	20	Assess the ethical and legal obligations associated with talent management.	K5	CO5