



ST. FRANCIS DE SALES COLLEGE

A FRANSALIAN INSTITUTE OF HIGHER EDUCATION **AUTONOMOUS**

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END SEMESTER EXAMINATION -APRIL 2025 COMMERCE - I SEMESTER M.COM 24MCO16: GLOBAL TALENT MANAGEMENT

Time:3 Hours

Max.Marks:70

Instructions: Answer should be written completely in English

SECTION- A

1. Answer any SEVEN Questions. Each question carries TWO Marks.

(7X2=14)

- a. Define Talent Management.
- b. Mention any two compensation strategies used for Talent Management.
- c. List any two current industry practices for Strategic Talent Planning.
- d. What are two benefits of Remote Recruitment Strategies?
- e. Mention two key factors influencing Talent Retention.
- f. Mention four scope of Talent Management.
- g. Mention any two IT tools used in Talent Management.
- h. Mention two common Talent Utilization challenges.
- i. Define Innovation in Talent Management.
- j. Mention any three major trends in talent acquisition.

SECTION -B

Answer any FOUR Questions. Each question carries FIVE Marks.

(4X5=20)

2. What is the importance of Leadership Talent Acquisition?
3. How does work culture influence Employee Retention?
4. What is the role of Information Technology in Talent Management?
5. Compare traditional Talent Management methods with IT-driven approaches.
6. Discuss the importance of Talent Management in an organization.
7. Discuss the best practices of Talent Management in India.



SECTION- C

Answer any **TWO** Questions. **Each** question carries **TWELVE** Marks.

(2X12=24)

8. Explain the Sources of Talent Management.
9. Explain the Recruiting Process and its significance in Talent Acquisition.
10. Explain the role of IT in improving Talent Management Systems.
11. Analyse how Best Practices in Talent Management contribute to long-term employee retention.

SECTION-D

Compulsory skill based question on subject

(1X12=12)

12. Strategic Talent Planning in a Growing Start-up.

XYZ Tech Solutions, a five-year-old IT start up, is experiencing rapid growth and is struggling to fill key leadership positions. The company lacks a structured succession planning program and has been facing high turnover rates among its mid-level managers. To sustain its expansion, the management is considering implementing an innovative talent planning strategy that aligns with current industry best practices.

Questions:

- a) What are the key objectives of strategic talent planning that XYZ Tech should focus on to ensure sustainable growth?
- b) How can a well-designed succession planning program help XYZ Tech address its leadership gaps?
- c) Suggest two innovative talent planning strategies that XYZ Tech can implement to strengthen its talent pipeline.

