**JAIPURIA INSTITUTE OF MANAGEMENT, INDORE**

**PGDM**

**FOURTH TRIMESTER (Batch 2021-23)**

**END TERM IMPROVEMENT EXAMINATION, NOV-2022**

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| Course Name | **Talent Acquisition** | Course Code | **40322** |
| Max. Time | **2 hours** | Max. Marks | **40** |

**INSTRUCTIONS:** All questions are compulsory.

**Q1**. Discuss the proposition that traditional (numbers) human resource planning is only of interest to organizations in periods of growth when unemployment levels are low. **(8 Marks)**

**Q2.** How can a resource-based approach ensure that staffing decisions in a company will produce a sustained competitive advantage?  **(8 Marks)**

**Q3.** A large automobile company has seen an unprecedentedly high employee turnover in the last 6 months. How can the company assess and reverse this trend?  **(8 Marks)**

**Q4.** Illustrate how might a company’s preferred recruiting sources differ when it is looking for local retail managers versus doing a national search for managerial talent? **(8 Marks)**

**Q5.** Explain why should managers think of staffing, training, appraising, and paying employees as a talent management process?  **(8 Marks)**

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