



I Semester M.Com. Examination, August/September 2021
(CBCS) (2020-21 and Onwards)

COMMERCE

Paper – 1.6 : Global Talent Management

Time : 3 Hours

Max. Marks : 70

SECTION – A

1. Answer **any 7** questions out of 10. **Each** question carries **two** marks. (7×2=14)
- What is absenteeism ?
 - Give the meaning of downsizing.
 - What is graphic rating scale ?
 - Define skill matrix.
 - What do you mean by job enlargement ?
 - State the importance of voluntary retirement scheme.
 - List out the importance of background checks.
 - Mention the roles of career counselors in an organisation.
 - What is Graphic Rating Scale ?
 - What are recognition programs ?

SECTION – B

Answer **any 4** questions out of 6. **Each** question carries **five** marks. (4×5=20)

- Explain job analysis in the context of information collection, questionnaire, interviews.
- Explain the importance of "Interview" in Talent Management and mention steps to avoid common mistakes while interviewing candidates.
- Explain the importance of Job Analysis and Workforce Planning in Global Talent Management.



5. Global Talent Management is more complex than Talent Management. Differentiate between the two and shortly brief the various functions of Global Talent Management.
6. How do successful firms manage ethics and fair treatment at workplace ?
7. Explain any two talent management tools.

SECTION – C

Answer **any 2** questions out of 4. **Each** question carries **twelve** marks. **(2×12=24)**

8. How do firms manage voluntary turnover and retention strategies to be adopted by the firms. Give suggestion.
9. What are the factors influencing the global work environment and key factors to be considered in expatriate selection.
10. As HR manager. What steps you would initiate to provide best of employee engagement activities.
11. As a newly appointed Project Manager of a power turbines designing company, you consider that you will be able to manage the project virtually from your office in Melbourne, even though the other six members are located in stanford. This will help you with work life balance as working wife is not ready for relocation six-month deadline. What factors should you need to consider in making this virtual assignment effective ?

SECTION – D

Answer the following question : **(1×12=12)**

12. How do you think “vision 2026” of South India Bank is effective for Talent Acquisition Globally ?