**ST. JOSEPH’S COLLEGE (AUTONOMOUS), BENGALURU -27**

Registration Number:

Date & Session

**B.A. INDUSTRIAL RELATIONS–6th SEMESTER**

**SEMESTER EXAMINATION: APRIL 2024**

**(Examination conducted in May /June 2024)**

**IRVO 6323: TALENT ACQUISITION AND ENGAGEMENT**

**(For current batch students only)**

**Time: 2 Hours Max Marks: 60**

**This paper contains TWO printed pages and THREE parts**

**PART-A**

**Answer any TEN questions: (10x2=20 marks)**

1. What is Talent Management?
2. Expand KPI.
3. Name any two pillars of Talent Management.
4. What is Recruitment?
5. What is Talent Management Strategy?
6. What is the meaning of Acquisition?
7. Define Employment Engagement.
8. What is Talent Retention?
9. Expand ROI.
10. What is Career Planning?
11. What is the meaning of Talent?
12. Define Career Development.

**PART-B**

 **Answer any FIVE questions: (5x5=25 marks)**

1. What are the differences between Recruitment and Talent Acquisition?
2. Explain the need for Talent Management Frame Work.
3. Briefly explain steps to calculate Recruitment ROI.
4. Explain the elements of any Framework for Talent Management.
5. Explain the types of Employee Engagement.
6. Give details of few important Best Practices of Employee Retention.
7. What are the advantages and disadvantages of employee engagement?

**PART-C**

**Answer any ONE question: (15x1=15 marks)**

1. Write an essay on Pillars of Talent Management.
2. Write an essay on Creation of a Talent Management Strategy.