

Department of MBA

MBA Mid Question Bank (R22 Regulation)

Academic Year: 2024-25

Semester: III

Subject Name: Talent and Performance Management Systems(22MB313PE)

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PART-A

Q.No	Questions	Marks	BL	CO	U No
1	What is the purpose of talent management?	2M	L4	CO1	U I
2	Explain the importance of performance management.	2M	L4	CO1	U I
3	Explain the importance of performance management.	2M	L4	CO1	U I
4	What is the interface between competency and competency mapping?	2M	L1	CO1	U I
5	List the limitations of talent management.	2M	L4	CO1	U I
6	Distinguish between assessment and development centres.	2M	L2	CO1	U I
7	What do you understand by competency assessment?	2M	L2	CO2	U II
8	Describe about talent acquisition.	2M	L1	CO2	U II
9	Define the concept of development centers.	2M	L1	CO2	U II
10	What do you understand by competency assessment?	2M	L2	CO2	U II
11	Define Succession Planning.	2M	L1	CO2	U II
12	What are High Performance Team?	2M	L1	CO2	U II
13	Differentiate between competence and competency.	2M	L1	CO3	U III
14	Describe the purpose of succession planning.	2M	L2	CO3	U III
15	What are the features of an effective organization?	2M	L1	CO3	U III
UPTO MID-I					
16	Illustrate issues in knowledge management.	2M	L1	CO3	U III
17	Elaborate on the determinants of performance.	2M	L1	CO3	U III
18	Define strategic planning.	2M	L1	CO3	U III
19	Enunciate more on gathering performance information.	2M	L1	CO4	U IV
20	Elaborate the types of performance metrics.	2M	L1	CO4	U IV
21	What is the need for performance measures?	2M	L3	CO4	U IV
22	Discuss on gathering performance information.	2M	L1	CO4	U IV
23	Elucidate the characteristics of appraisal form.	2M	L4	CO4	U IV
24	Illustrate on the key performance areas of a fresher in the organization.	2M	L2	CO4	U IV
25	Differentiate between traditional and contingent pay plans.	2M	L2	CO5	U V
26	What are the advantages of broad-banding?	2M	L2	CO5	U V

27	Explain contingent pay plans.	2M	L1	CO5	U V
28	Define coaching.	2M	L1	CO5	U V
29	Define pay for performance.	2M	L2	CO5	U V
30	Define personal development plan.	2M	L2	CO5	U V

PART-B

Q.No	Questions	Marks	BL	CO	U No
1	What is a competency model? What are the steps in developing a competency frame work/ model?	4M	L1	CO1	U I
2	Discuss the purpose of Talent management as a business strategy.	4M	L1	CO1	U I
3	Explain the significant role of talent acquisition in the prevailing competitive business environment.	4M	L2	CO1	U I
4	Explain the evolution of Talent Management System.	4M	L2	CO1	U I
5	Define Talent Management. Explain the importance of Talent Management	4M	L4	CO1	U I
6	Discuss McBer's generic managerial competency model in detail.	4M	L2	CO1	U I
7	Write a short note on leadership succession using 9-box talent management grid.	8M	L2	CO1	U I
8	How do you integrate competencies with talent acquisition? Discuss.	8M	L4	CO1	U I
9	Explain the implementation of assessment centres	8M	L1	CO1	U I
10	Differentiate between talent management and talent development. What steps would you consider for developing a successful strategic talent management?	4M	L4	CO2	U II
11	What are High Performance team? State the characteristics of High Performance team.	4M	L1	CO2	U II
12	Briefly explain on managerial competencies using Lancaster Model.	4M	L1	CO2	U II
13	Describe competence using the performance analysis tool.	4M	L3	CO2	U II
14	Define talent acquisition. State the objectives of talent acquisition.	4M	L1	CO2	U II
15	How do you develop a competency frame work? Explain in detail.	4M	L1	CO2	U II
16	Briefly explain leadership succession using 9-Box Talent Management Grid.	8M	L1	CO2	U II
17	Explain briefly about building a strong talent pipeline cum bench strength	8M	L3	CO2	U II
18	Discuss the role of leaders in talent management	8M	L2	CO2	U II
19	Explain the process of performance management	4M	L2	CO3	U III
20	Explain the role of HRM in performance management.	4M	L1	CO3	U III
21	Using the ice berg model how do you analyse the competency characteristics	4M	L2	CO3	U III
UPTO MID-I					

22	Discuss the contribution of the performance management system and its role in HR.	4M	L4	CO3	U III
23	Define knowledge management and explain the nature of knowledge management.	4M	L2	CO3	U III
24	Explain the factors influencing Knowledge Management.	4M	L2	CO3	U III
25	Explain the advantages and disadvantages of management by objective.	4M	L2	CO3	U III
26	Define balanced score card. Explain various perspectives of balanced score card.	4M	L2	CO3	U III
27	Define strategic planning. Explain the purpose of strategic planning.	4M	L2	CO3	U III
28	Distinguish between performance management and performance appraisal.	4M	L2	CO3	U III
29	Elaborate more about the agreement on goals of an organization.	4M	L4	CO4	U IV
30	Discuss about coaching using various styles in performance management.	8M	L4	CO4	U IV
31	Bring out the imperatives for identifying KPAs in performance planning.	4M	L2	CO4	U IV
32	What is the process of gathering performance information in an objective manner?	4M	L2	CO4	U IV
33	Define performance planning. State the characteristics of performance planning	4M	L3	CO4	U IV
34	Explain different types of systems used to measure competencies.	8M	L1	CO4	U IV
35	Describe the methodologies of performance planning.	4M	L1	CO4	U IV
36	Explain in detail the various methods involved in gathering performance information.	4M	L1	CO4	U IV
37	Define performance metrics. Explain the benefits and issues involved in performance metrics	8M	L1	CO4	U IV
38	Elaborate on the supervisor's role on reward and legal systems.	4M	L1	CO5	U V
39	Discuss about the legal principles affecting the performance management systems.	4M	L2	CO5	U V
40	Elaborate on 360-degree feedback in performance management system along with advantages and disadvantages.	8M	L2	CO5	U V
41	Discuss about job evaluation and its methods in pay structures.	8M	L2	CO5	U V
42	Compare and contrast traditional pay plan and contingent pay plan.	4M	L1	CO5	U V
43	Define personal development plan and state its objectives.	4M	L2	CO5	U V
44	Define job evaluation. What are the techniques used for framing job evaluation?	4M	L2	CO5	U V
45	Define pay for performance. Explain various types of pay for performance.	4M	L2	CO5	U V
46	Define broad banding. State its objectives.	8M	L3	CO5	U V