

INDIRA UNIVERSITY, PUNE

SCHOOL OF BUSINESS- MBA

Term End Examination (2025 Pattern) April- May – 2026- Semester – II

Course Name: Talent Planning & Acquisition
Course Code: 25MBA262

Max. Marks: 50
Time: 2:30 Hrs.

Instructions

1. All questions are compulsory. Kindly read the detailed instructions for each question.
2. Question 1,2 & 3 carry 10 marks each.
3. Question 4 carries 20 marks.

Q1.	Attempt any 1 out of 2 Questions	(10 Marks)	
a)	“Most companies utilize long-term manpower planning to forecast the growth of the company and plan further expansions” Apply the concept of manpower planning to explain how organizations determine workforce requirements, focusing specifically on demand and supply forecasting techniques.		CO3
b)	A retail company aims to expand into new markets and achieve rapid growth. However, it is facing issues such as lack of skilled employees, poor performance management, and low employee retention. As an HR Manager, how would you align the Talent Management System with the company’s growth strategy to gain a competitive advantage?		
Q2.	Attempt any 1 out of 2 Questions	(10 Marks)	
a)	A company is expanding rapidly and needs to hire 100 employees in 3 months. Analyze the stages of the recruitment cycle depicting its effective utilization to ensure selection of the best-fit employees for the organization.		CO4
b)	If you’re particularly interested in the ‘people’ aspect of HR, seek out opportunities to become a Talent Management Specialist. In recent times, this role has become one of the most impactful and strategic positions within the HR/People function. Compare the role of a Talent Management Specialist with other traditional HR roles.		
Q.3	Attempt any 1 out of 2 Questions	(10 Marks)	
a)	Evaluate the role and effectiveness of Applicant Tracking Systems (ATS) and Boolean search techniques in modern talent acquisition. How do they impact the recruitment outcomes?		CO5
b)	Taara Tech Pvt Ltd, a mid-sized technology company – 10 years old, is facing challenges in achieving its strategic goal of becoming a market leader in innovation. Despite hiring skilled employees, the organization struggles with high attrition, skill gaps, and lack of alignment between employee capabilities and business strategy. Rohit		

	Bhargav (HR Manager), has been with the company for 6 years. He has been asked to redesign the Talent Management System to ensure alignment with the company's strategic objectives. How would Rohit align the talent management system with business strategy to create a sustainable competitive advantage?	
Q.4	Attempt any 1 out of 2 Questions (20 Marks) Avaria Ltd, a multinational company, has recently expanded its operations across different regions, opening one of its offices in Pune, resulting in a highly diverse workforce. However, the organization is facing issues such as unconscious bias in decision-making, lack of inclusive leadership, and low engagement among minority groups. Although the company has introduced a few diversity training programs, employees feel that these initiatives are not impactful or consistent. The HR department is now focusing on strengthening its Learning and Development (L&D) function to better support Diversity, Equity, and Inclusion (DEI) goals. (i). Discuss any 5 gaps in the current L&D initiatives related to DEI in the organization (10 Marks) (ii). Propose any 5 L&D strategies and interventions that can effectively promote diversity, equity, and inclusion and improve employee engagement. (10 Marks)	CO6
