

Plot No. 2, Knowledge Park-III, Greater Noida (U.P.) –201306

POST GRADUATE DIPLOMA IN MANAGEMENT (2024-26)
END TERM EXAMINATION (TERM -III)

Subject Name: **Talent Acquisition, Retention and Engagement**

Time: **02.00 hrs**

Sub. Code: **PGH31**

Max Marks: **40**

Note: All questions are compulsory. Section A carries 12 marks: 6 questions of 2 marks each, Section B carries 18 marks having 3 questions (with internal choice question in each) of 6 marks each and Section C carries 10 marks one Case Study having 2 questions of 5 marks each.

Kindly write the all the course outcomes as per your TLEP in the box given below:

CO1-Understand the process of human resource planning, including forecasting workforce needs and aligning manpower planning with organizational goals.
CO2-Apply job analysis techniques to design effective job roles and descriptions, ensuring relevance and alignment with organizational needs and operational requirements.
CO3-Understand the purpose and process of induction and socialization, and evaluate the effectiveness of induction programs in enhancing employee integration and engagement.
CO4-Design effective employee engagement strategies by identifying key drivers of engagement and aligning them with organizational goals to enhance workforce productivity and satisfaction.
CO5-Analyze the costs and consequences of employee turnover, identify root causes of talent departure through data-driven techniques , and apply methods to measure and monitor turnover and retention to develop talent management strategies.
CO6- Create and implement strategic compensation plans and integrated total rewards systems aligned with organizational goals, and sustainable retention through a comprehensive understanding of total rewards.

<u>SECTION - A</u>		
Attempt all questions. All questions are compulsory.		2×6 = 12 Marks
Questions	CO	Bloom's Level
Q. 1: (A). Write a short note on Job Analysis Q. 1: (B). Briefly explain the Sources of Recruitment Q. 1: (C). Define VRS Q. 1: (D). Design a Recruitment Advertisement Q. 1: (E). Briefly explain the types of Selection Test Q. 1: (F). Write a short note on Ethical issues in Recruitment (Three questions each from CO1 & CO2)	CO1 & CO2	L1&L2
<u>SECTION – B</u>		
All questions are compulsory (Each question has an internal choice. Attempt anyone (either A or B) from the internal choice)		6 x 3 = 18 Marks
Questions	CO	Bloom's Level

Q. 2: (A). Design a 7 days Induction Program for your junior batch of PGDM 2026-28 Or Q. 2: (B). The social media broke when a young penguin decided to walk away from the group, curious to explore a different direction. Initially, the other penguins tried to nudge it back, as leaving the group could mean danger. However, the penguin persisted and eventually found a slightly warmer patch that shielded it from the wind. Over time, a few other penguins cautiously followed, creating a smaller but more adaptive subgroup. In this context explain how does socialisation help in building team cohesion in organizations?	CO3	L3 & L4
(internal choices with two questions corresponding to the same CO)	CO4	L5
Q. 3: (A). In a recent mentoring meeting, you observed that your proactive friend has become quiet in meetings, stopped volunteering, even declined an invitation to the social outing. When asked by the mentor, she gave a polite answer: "I'm fine". Simultaneously, the institute has recently implemented a new "efficiency protocol" that requires more rigorous time-tracking and has reduced the classes for professional development workshops—something your friend used to value deeply. What are the primary red flags indicating that your friend's engagement is dropping and as a well wisher what steps you will take to help your friend. Or Q. 3: (B). Propose three engagement strategies for Lower level and Middle level employees that inspire and enhance their productivity. Justify your approach based on drivers of engagement.	CO5	L3
(internal choices with two questions corresponding to the same CO)		
Q. 4: (A). Your company is in the final stage of a massive product launch. A key developer, who has been instrumental to the project, logs off at 6:00 PM citing the "Right to Disconnect" policy. A critical bug is discovered at 8:00 PM that could delay the entire launch. How do you handle the immediate crisis without violating the policy or making the employee feel targeted? Or Q. 4: (B). The 2026 TCS Nashik case has emerged as a landmark study in corporate governance and employee retention. What immediate structural changes would you implement to stop the attrition of female employees?		
<u>SECTION - C</u> Read the case and answer the questions 5×02 = 10 Marks		
Questions	CO	Bloom's Level

Q. 5: Case Study: A sweeping wage revision by the Uttar Pradesh government has come in response to one of the largest industrial worker protests witnessed in Noida in April 2026. Triggered by dissatisfaction over low wages and poor working conditions, thousands of workers took to the streets, paralysing key parts of the city and exposing deep-rooted issues within the industrial workforce. The protests escalated rapidly, spreading across dozens of industrial hubs and turning violent in pockets. Protesters blocked arterial routes, damaged property, and clashed with police, highlighting the intensity of frustration among workers. Daily life was severely affected, with traffic gridlock, halted public movement, and disruptions to businesses and offices across Noida and adjoining areas. At the heart of the agitation was a growing wage gap between workers in Noida and those in Gurgaon, where recent policy changes had significantly improved earnings. Workers in Noida argued that despite long hours and rising living costs, their wages had remained stagnant, fuelling resentment that had been building over days before erupting. The state government responded by announcing revised minimum wages across categories and setting up a high-powered committee to address broader concerns. Alongside wage hikes, assurances were given on issues such as overtime pay, weekly offs, bonuses, and workplace facilities. Authorities have also pointed to the role of misinformation and external elements in amplifying the unrest, with investigations underway into social media activity and possible organised interference. While normalcy is gradually returning, the episode has underscored the urgent need for sustained dialogue between workers, industry, and the government to prevent future flashpoints and ensure equitable growth. Q. 5: (A). How would you redesign your "Total Rewards" package to move beyond mere legal compliance? Specifically, what Relational Rewards (e.g., recognition, safety, work-life quality) would you bundle with the new transactional wage to stabilize the workforce? Q. 5: (B). How do you balance the immediate "financial fix" with long-term "talent sustainability" (safety, career progression, and dignity of labor) to prevent a repeat of the 2026 crisis?	CO6	L6
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Kindly fill the total marks allocated to each CO's in the table below:

COs	Question No.	Marks Allocated
CO1	1A, 1B,1C	6
CO2	1D,1E,1F	6
CO3	2A ,2B	6
CO4	3A,3B	6
CO5	4A,4B	6
CO6	5A,5B	10

(Please ensure the conformity of the CO wise marks allocation as per your TLEP.)