

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

POST GRADUATE DIPLOMA IN MANAGEMENT (2025-27)
MID TERM EXAMINATION (TERM -III)

Subject Name: **Talent Acquisition, Retention & Engagement.**

Time: **01.00 hrs**

Sub. Code: **PGH31**

Max Marks: **20**

Note: All questions are compulsory. Read the case and answer the questions

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

CO-1 Understand the process of human resource planning, including forecasting workforce needs and aligning manpower planning with organizational goals.(L-1 L-2)

CO-2 Apply job analysis techniques to design effective job roles and descriptions, ensuring relevance and alignment with organizational needs and operational requirements. (L-3)

CO-3 Understand the purpose and process of induction and socialization, and evaluate the effectiveness of induction programs in enhancing employee integration and engagement.(L-4, L5)

CO-4 Design effective employee engagement strategies by identifying key drivers of engagement and aligning them with organizational goals to enhance workforce productivity and satisfaction.(L4, L-5)

CO-5 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 (L-6)

CO- 6 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.(L-6)

Read the case and answer the questions

Case Study:

Innovatech Services, a growing technology consulting firm, has recently secured several new projects in cloud computing and cybersecurity. Due to this expansion, the company expects a significant increase in workload over the next year. However, the HR department has realized that the organization has not systematically forecasted its manpower needs. In the past, recruitment was done only when an immediate vacancy occurred, leading to delays in project execution.

To avoid future shortages, the HR manager has started analysing business growth projections, upcoming projects, and employee turnover trends to estimate the future demand for skilled professionals such as software developers and cybersecurity analysts. At the same time, the organization is planning to improve its recruitment process by identifying appropriate sources of recruitment.

The management has asked the HR department to develop a systematic approach to manpower forecasting and recruitment in order to ensure that the organization has the right number of employees with the required skills.

Questions

Q1. Based on the case, explain how Innovatech Services can forecast its future human resource demand. Which factors should the HR manager consider while estimating manpower requirements?

Q2. Identify and explain the most appropriate sources of recruitment Innovatech Services should use to attract skilled professionals for its expanding projects. Justify your answer with reference to the case.

Kindly fill the total marks allocated to each CO's in the table below:

COs	Blooms Taxonomy Levels	Marks Allocated
CO1	L1 L2	10 Marks
CO2	L3	10 Marks

Blooms Taxonomy Levels given below for your ready reference:

L1= Remembering

L2= Understanding

L3= Apply

L4= Analyze

L5= Evaluate

L6= Create