

JAIPURIA INSTITUTE OF MANAGEMENT, NOIDA

PGDM / PGDM (M) / PGDM (SM)

FOURTH TRIMESTER (Batch 2024-26)

END TERM EXAMINATIONS, OCTOBER 2025

SET-2

Course Name	Talent Acquisition	Course Code	20322
Max. Time	2 hours	Max. Marks	40 MM

INSTRUCTIONS:

- All the questions are compulsory, against which marks are indicated.
- Be precise and objective in your answers with a max. word limit of 800 words.

- Nikita Corporation of Japan is a world leader in white goods and is looking forward to expanding its business in India with Delhi as its choice of Corporate Office and factory in Greater Noida. It is in the process of hiring the following candidates: (a) HR Manager, (b) Sales and Marketing Manager. Plan a job analysis and describe the tasks required in both jobs. Indicate five competencies required for each of the profiles mentioned above and explain why you consider them important. Outline the key steps involved in selecting suitable employees for these positions within the organization. (10)
- Assume you are the general manager (HR) of a reputed multinational heavy engineering firm with operations in several countries. Several senior and experienced employees of this firm are nearing retirement. Although the firm has a pool of young and talented employees, it is likely to face a shortage of employees ready to assume leadership roles following the retirement of senior employees. The management believes that the firm's success is largely due to the respect and reputation that its senior employees enjoy globally within the industry. As a general manager (HR), explain to top management the importance of succession planning within the organization, justifying its strategic benefits and probable challenges. Recommend ways to resolve the critical challenges of implementing the succession management plan in the organization. (10)
- New hires at HMT were not feeling well adjusted; this phenomenon was continuous, and management had concerns and wanted to resolve it. The CEO called for an urgent meeting to find out a solution. In the meeting, it was decided to involve KWC Consulting services to help understand why new hires have adjustment issues. KWC, after its research, found that orientation and induction were missing in HMT, resulting in issues with the adjustment of new hires. Analyze the situation and suggest suitable solutions to resolve the issue of new hire attrition. (10)
- (a) Mr. Ashwani recently started an e-commerce-based startup. The startup aims to achieve a market share in Tier II cities. Currently, there are 15 employees, mainly at the middle-level. Mr. Ashwani is looking to hire 10 management trainees in the sales and business development. Discuss the sources of recruitment and the selection process suitable for hiring management trainees in the above scenario. (5)
(b) If you are a Human Resource Manager in a scientific institution and you are asked to recruit scientists, identify the source of recruitment you would use for this purpose. Justify your answer. (5)