**SESSION NOV/MAR 2023**

**PROGRAM MASTERS OF BUSINESS ADMINISTRATION (MBA)**

**SEMESTER IV**

**COURSE CODE &amp; NAME DHRM403 – TALENT MANAGEMENT & EMPLOYEE**

**RETENTION CREDITS 4**

**Assignment Set – 1**

**1. Describe the major activities of Talent Management.**

**Ans: Major activities of talent management:**

Let us now look at the three major activities of talent management:

Attracting and hiring the right talent there are two main tactics to find and identify the right people and place them in the right roles: one, to have a strategically grounded culture and two, to carry out high-accuracy hiring.

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**2. Discuss five elements that can be useful for firms to meet industry needs in the post recession era.**

**Ans: Some of the post-recession challenges faced by Talent Management are given below:**

HR may be caught off guard although this is great news for some such as marketing and sales, it creates new challenges for human capital. Businesses would no longer run on the old rules, but new innovative solutions, more comprehensive efforts, creative thinking, and new skills and

**3. Enumerate the steps involved in the Recruitment process.**

**Ans: These steps which are involved in the recruitment process can be explained as follows:**

**1. Application**: During this phase, the desired candidate applies for a job generally through online (email or on company website) or through direct mail in some cases.

**2. CV/Resume screening:**

**Assignment Set – 2**

**4. What are the top strategies to improve employee retention?**

**Ans: Given below is the list of main strategies adopted to build dedication and loyalty among employees and enhance the department's retention rate:**

**1. Propose reasonable and competitive salaries:** Employee loyalty is assured by both reasonable compensation and the offering of a reasonable salary. Regular salary reviews are conducted for various job designations entry-level and experienced workforce to retain employees.

**2. Consider the benefits:** Although benefits are not the main reasons for employees to work in a company, the benefits

**5. Describe the top talent management challenges.**

**Ans: The top talent management challenges are:**

**• Develop a value proposition that appeals to all generations of employees:** Organizations are struggling to create a positive employee experience that is valued by all employees because of the presence of different generations within today’s workplace. A young employee of age 22 may have a colleague of age 55. Companies need to create employee experience that

**6. What are the ways to ensure Employee Safety at Workplace?**

**Ans: Ensuring safety at workplace also involves:-**

* **Diversity management:** This involves managing diversity issues like gender, nationality, racism, physical appearance, and so on. The HR is responsible for developing and implementing a diversity plan as the employee’s approach HR directly if they face any