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| **SESSION** | **Aug-sep 2023** |
| **PROGRAM** | **MASTERS of Business administration (MBA)** |
| **SEMESTER** | **IV** |
| **course CODE & NAME** | **DHRM403 – TALENT management& Employee retention** |
| **CREDITS** | **4** |
| **nUMBER OF ASSIGNMENTS & Marks** | **02**  **30 Marks each** |

**Assignment Set – 1**

**1. Describe the major activities of Talent Management. 10**

**Ans 1.**

Talent Management is a strategic approach to acquiring, developing, and retaining skilled and motivated employees to achieve organizational objectives. It involves a series of interconnected activities aimed at maximizing the potential of human resources within an organization. Here, we'll delve into the major activities of Talent Management in the context of human involvement.

**Recruitment and Selection:** Talent Management begins with the identification and recruitment of individuals with the right skills, knowledge, and attributes to contribute to the organization's succes

**2. Discuss five elements that can be useful for firms to meet industry needs in the post recession era. 10**

**Ans 2.**

The post-recession era presents unique challenges and opportunities for firms seeking to meet industry needs and thrive in a recovering economic landscape. To successfully navigate this period, companies must be strategic and adaptive. Here are five key elements that can be particularly useful for firms in the post-recession era:

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**3. Elaborate the stages in the execution of Succession Management Program 10**

**Ans 3.**

Succession management is a critical component of talent management that involves identifying and developing employees to fill key roles within an organization. A well-executed Succession Management Program (SMP) ensures that there is a pipeline of capable individuals ready to assume leadership positions when the need arises. The execution of an SMP typically involves

**Assignment Set – 2**

**4. What are the top strategies to improve employee retention? 10**

**Ans 4.**

Employee retention is a critical aspect of maintaining a stable and productive workforce. High turnover can be costly and disruptive to business operations. To improve employee retention, organizations can implement a variety of strategies that focus on creating a positive work environment and addressing the needs and concerns of employees. Here are some top strategie

**5. Describe the top talent management challenges. 10**

**Ans 5.**

Talent management is a complex and dynamic process aimed at attracting, developing, and retaining skilled employees to drive organizational success. However, numerous challenges can impede effective talent management strategies. Understanding and addressing these challenges is crucial for organizations to build and sustain a high-performing workforce. Here are some of the top talent management challenges:

**Talent Acquisition and Recruitment:** Attracting top talent is a perennial challenge for organizations. The competition for

**6. Describe Talent Value Chain. 10**

**Ans 6.**

The Talent Value Chain is a strategic framework that illustrates the interconnected processes and activities involved in managing talent within an organization. It encompasses the entire lifecycle of talent, from attracting and acquiring individuals to developing and retaining them, ultimately contributing to the organization's overall success. The Talent Value Chain emphasizes the idea that