Assignment 2

The due date for submitting this assignment has passed.

As per our records you have not submitted this assignment.

Due on: 2021-02-07, 23:59 IST.

1. Talent Acquisition Operational Workflow does not include the following process.
   * Recruitment
   * Deboarding
   * Application Process
   * Training and Development
   * The answer is incorrect.
   * Score: 0
   * Accepted Answers:
     * Hiring and Development

2. What comes after the “Application Process” in Talent Acquisition Operational Workflow?
   * Sourcing
   * Recruitment
   * Sourcing & Interviewing
   * Notification of Non-Selection
   * The answer is incorrect.
   * Score: 0
   * Accepted Answers:
     * Sourcing & Interviewing

3. Which among the following is not the key challenge for organization to manage Talent?
   * Managing Scale
   * Managing Risk
   * Managing Diversity
   * Managing Employee Loyalty
   * The answer is incorrect.
   * Score: 0
   * Accepted Answers:
     * Managing Employee Loyalty

4. How can organization Manage risk for future proofing themselves?
   * Role based training for competency enhancements
   * Reinforcement of High Performance Work Ethics
   * Part-time and diploma education programs
   * Web-based integrated training management system
   * The answer is incorrect.
   * Score: 0
   * Accepted Answers:
     * Reinforcement of High Performance Work Ethics

5. _________, an approach for the capital management which would make the company a global integrated enterprise whose operations cut across wide geographical areas.
   * Talent Management
   * Employee performance
   * Interview
   * Workforce Management Initiatives
   * The answer is incorrect.
   * Score: 0
   * Accepted Answers:
     * Workforce Management Initiatives

6. Workforce Management was developed by ________
   * Elton Mayo
   * Henry Mintzberg
   * Alfreder Maslow
   * Henry Fayol
   * The answer is incorrect.
   * Score: 0
   * Accepted Answers:
     * Alfreder Maslow

7. Which among the following is not the best practice regarding talent management that should be adopted by the company?
   * Providing learning opportunities
   * Providing good working environment
   * Hiring the right kind of people
   * Ignorance of rewards, promotions & incentives
   * The answer is incorrect.
   * Score: 0
   * Accepted Answers:
     * Ignorance of rewards, promotions & incentives

8. What is meant by Guaranteed Fair Treatment Procedure (GFTP)?
   * An employee appeal process for having an issue or complaint
   * An employee appeal process for leave
   * Process for appealing higher studies by employee
   * A set of processes that allow a company to increase value provided by their human capital
   * The answer is incorrect.
   * Score: 0
   * Accepted Answers:
     * An employee appeal process for having an issue or complaint

9. Which among the following is not the critical element of Talent Management?
   * How to attract talent
   * How to retain the attracted talent
   * How to provide guidance about talent’s personal problems
   * How to provide an atmosphere so that the best talent remains the best talent
   * The answer is incorrect.
   * Score: 0
   * Accepted Answers:
     * How to provide guidance about talent’s personal problems

10. Demand and Supply phase of the integration of WMM & Employment Lifecycle includes the following steps -
    * Formulate Employee Policies
    * Perform Capacity Planning
    * Manage Taxonomy and Resource Profile
    * Develop learning Strategy
    * The answer is incorrect.
    * Score: 0
    * Accepted Answers:
      * Manage Taxonomy and Resource Profile