**Employee Development & Talent Management**

**December 2021 Examination**

# 

# Question 1. As the L&D head, Prakash wants to ensure that the first-time managers of the company are equipped with adequate people management skills. Describe the steps that he will consider in the employee development process to achieve this objective? (10 Marks)

## 

## Ans 1.

## Introduction

There are new trends among employees which include a variety of initiatives, technical reviews which both the individual and their direct manager continuously use. I believe that they achieve the agency's objectives when they tell me that the individual is, for my part, maturing. They assure me that they will be strengthening their talents so those talents can be applied more frequently within the process. Its Half solved only

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# Question 2. Strati-tech currently have 12% women representation across various roles and levels. They want to want to improve this score to 40 % in next two years. Discuss various techniques of talent acquisition that they can consider achieving this goal. (10 Marks)

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## Ans 2.

## Introduction

Online recruiting is the process of identifying and employing exceptional individuals who will meet the needs of your company's goals. The web recruitment team is in responsible of identifying, acquiring, assessing, and recruiting applicants for open positions inside a company's internal recruitment network. These are the rules of online recruitment: a logo image, sustainable capacity planning, expanding the labour market in a sector, and creating a healthy applicant circulation.

**Question 3. Strati-tech currently have 12% women representation across various roles and levels. They want to want to improve this score to 40 % in next two years. Discuss various techniques of talent acquisition that they can consider achieving this goal. (10 Marks)**

**3.a. What is Collective Bargaining? Explain the advantages of Collective Bargaining for Employees. (5 Marks)**

**3.b. What is Employee Leasing? Enlist the advantage & disadvantages of the same. (5 Marks)**

## Ans 3.

## Introduction

In the recruitment and selection process, it begins with identifying the appropriate skills and abilities that the organization wishes for its employees and then going through the proper process of identifying potential employees with the right aptitudes and opportunities to succeed in the

**(B)**

There is a concept of "employment leasing", whereby a company or organization hires employees for a temporary period of time, often referred to as a temporary employment agreement. The small businessman employs the employees of the company that leases the