**Employee Development & Talent Management**

**April 2023 Examination**

**Q1. The Starbucks Corporation utilizes its human resource practices and policies as a strategy to gain competitive advantage and drive the overall success of the company and its globalization efforts. As a Chief People Officer, you want to develop a robust talent management practice for your company. What steps will you follow for an effective Talent management system in the company?**

**Ans 1.**

**Introduction**

Given its founding in 1971 in Seattle, the Starbucks espresso company has a visible duration of extraordinary growth. It has developed into one of the most recognizable global brands (IBS center for management research, 2005). The enterprise maintained a healthy rate of growth throughout the 1980s and 1990s. At the start of the 2000s, there were about 9,000 Starbucks locations throughout 67 different countries.

Starbucks has tried to construct shareholder prices inside the new millennium by strengthening its grip in established regions and growing profits by selling extra premium

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**Q2. Star Fertilizer Ltd. employs 6,500 workers. A survey conducted by its human resource department shows that there is low morale among the workers apart from a lot of frustration and dissatisfaction. The situation is being exploited by trade union leaders. Hence, the management of the company wants to take steps for boosting up the morale of the employees. Suggest the strategies that the company can adopt to motivate its employees**

**Ans 2.**

**Introduction**

Star Fertilizer Ltd. has something inside the neighborhood of 6,500 staff participants. An inquiry was performed via the organization's department answerable for human assets. The study's findings discovered big employee discontentment and a loss of morale inside the staff. The heads of the unions are making the maximum of the present situation by using it for their gain.

Active feedback structures tied to employees' fulfillment, in addition to the company's overall performance, are met with favorable responses from people. Employees are greater

**Q3a. What if Maruti had a different narrative. Instead of offering more time with Sharma, what if they clearly defined his secrets to success and then showed how they had top talent identified in each of the areas in which he appeared irreplaceable?**

**Ans 3a.**

**Introduction**

Even at the same time as upper-level control is adequately aware of the significance of human assets, now, not all firms have efficaciously integrated the policies and practices about human resources with the requirements of their operations. The simplest seven, in line with a cent of respondents, said that they regularly use a precise quantitative framework wherein

**Q3b. Explain how development of talent as a strategy leads to leadership development**

**Ans 3b.**

**Introduction**

The primary stage in any skills development program is discovering individuals already running an internal organization who can grow into high performers and future leaders. What may also seem evident before everything looks might not be the norm; in reality, businesses