**Employee Development & Talent Management**

**June 2023 Examination**

# 1. You are evaluating the effectiveness of a training program aimed at enhancing the people management skills of Project Managers of an ITES company. Suggest the steps in developing a training evaluation process. How would you use the Kirkpatrick model to evaluate the effectiveness of training? (10 marks)

# Ans 1.

## **Introduction**

Any project's fulfilment depends on efficient human management. A task manager ensures the team is stimulated, committed, and working to satisfy the project's goals. The steps in training assessment may be broken down into five classes:

* Determining the dreams of the examination
* Selecting an evaluation approach
* Designing an assessment tool
* Gathering records
* Analyzing and reporting the findings

ITES organizations need to continuously improve their mission managers' people

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**2. A retail chain wants to set up 40 stores across India in the next 6 months. They are hiring promising Stores managers, keeping their aggressive expansion plan in mind. Suggest some talent assessment tools for this position. The HR head wants to consider a few modern performance management methods besides 360 degrees’ approach. Which methods can she consider? What would be an argument for 360 degrees in comparison to other methods? (10 marks)**

**Ans 2.**

## **Introduction**

The competence and efficiency of save managers are crucial to the success of retail corporations. Retail chains, like some other companies, want skilled Store Managers to oversee and manage their keep operations. The giant retail desires to make sure they have the right talent available if they plan to open 40 shops across India in six months. The HR director has to use talent evaluation gear to find potential store Managers to accomplish this. To ensure that the chosen keep Managers can handle the ambitious expansion targets of the

# 3. Orient Chemicals want to develop an effective succession plan to promote talent from within.

# A. Suggest the steps involved in an effective succession planning program. (5 Marks)

# Ans 3a.

## **Introduction**

Any organization that desires to ensure a smooth transition of leadership roles and encourage inner talent development should enforce succession-making plans. The primary manufacturer of chemicals, Orient chemicals, is familiar with the want to create a successful succession planning program to develop internal talent and prepare for future

# B. Why should Orient Chemicals focus on developing a Succession planning program? (5 Marks)

# Ans 3b.

## **Introduction**

The identity of personnel with exclusive capabilities and abilities that can improve them to higher government positions is facilitated by succession planning. Each firm must go through the succession planning technique, and Orient chemicals are no exception. Orient chemicals may make sure they have a big pool of talented people prepared to step into management