



Prahladrai Dalmia Lions College of Commerce & Economics
(Government Aided & Affiliated to University of Mumbai & AICTE, New Delhi)
NAAC Re-accredited with 'A' Grade (III Cycle) ISO 21001:2018 Certified
University of Mumbai Recognised Research Centre in Accountancy, Commerce & Business
Economics
A Government Approved Hindi Linguistic Minority Institute
54 Years of Sterling Performance in Education
NOTICE

Date: 17/08/2026

This is to inform all TYBMS students that the **internal assessment for the course: Talent Competency Management** for (20 marks) will be on the following criteria:

1. **Mandatory class test for 20 marks.**

- a) **The Front page (top right hand side) should contain details:**
Name of the student
Roll no.
Class and Division
Semester
Course (Subject)
Date
Name of the project
- b) A google link will be provided to the students to upload their entire project in due course.

2. **Instructions for Assignments: 20 MARKS (ASSIGNMENT AND CASE STUDY)**

- a) Students have to be present in person for the submission of their assignment
- b) Submission of assignment to be done on A4 size ruled paper ONLY. **The entire assessment must be handwritten by the student himself in legible handwriting** and stapled together in a booklet format.
- c) **The Front page (top right hand side) should contain details:**
Name of the student
Roll no.
Class and Division
Semester
Course (Subject)
Date
Name of the assignment.
- d) Assignment must be of maximum 5 pages.

6. **If the student fails to present himself on the given date and time for submission of project and assignment he/ she will be marked ABSENT for the said submission and no further chance will be given.**

Dr. Sailee Shringarpure **Ms. Subhashini Naikar** **Prof. (Dr.) Digambar N Ganjewar**
BMS Co-ordinator **Vice- Principal (SFC)** **Principal**

Assignment Questions: Talent Competency Management

Instructions: Answer any 5 questions in detail

Module 1: Introduction to Talent Management

1. Define **Talent Management** and explain its meaning, scope, and importance in modern organizations.
2. Discuss the **history and evolution of Talent Management**. How has its role changed over time?
3. Explain the **need and benefits of Talent Management** for an organization. Also discuss its limitations.
4. Explain the major **principles of Talent Management** and discuss their importance in managing employees effectively.
5. Explain the various **sources of talent** available to an organization. Discuss internal and external sources.
6. What is a **Talent Gap**? Explain the major strategies used by organizations to identify and fill talent gaps.
7. Explain the concept of the **Talent Value Chain**. Discuss its major components and importance.
8. Explain the **role of HR in Talent Management**. How can HR contribute to attracting, developing, and retaining talent?
9. Discuss how Talent Management helps an organization build a **sustainable competitive advantage**.

Module 2: Talent Management System

10. Define a **Talent Management System** and explain its key elements. Why is it important for organizations?
11. Explain the **critical success factors** required for creating an effective Talent Management System.
12. Discuss the major **building blocks of an effective Talent Management System** and explain the importance of each building block.
13. Explain the **Talent Management Life Cycle**. Discuss the major steps and their importance in managing talent.
14. Explain the different **approaches to Talent Management**. Discuss their relevance to modern organizations.
15. What is a **Talent Management Strategy**? Explain the process of developing a Talent Management Strategy and its alignment with business strategy.
16. Explain the relationship between **Talent Management and Succession Planning**. Discuss the importance of succession planning for organizational continuity.

Module 3: Contemporary Issues and Current Trends in Talent Management

17. Explain the **role of Information Technology in Talent Management**. Discuss Talent Management Information Systems and their contribution to creating business value.
18. Discuss the major **contemporary issues, challenges, and current trends in Talent Management**. Explain how organizations can respond to these challenges.
19. Explain the **ethical and legal obligations associated with Talent Management**. Also discuss important best practices followed by organizations.

Module 4: Competency Management and Competency Mapping

20. Define **Competency and Competence** and distinguish between them. Explain the types of competencies, **Iceberg Model of Competency, Competency Management, Competency Development, and Competency Mapping**, including their importance and major methods.