



# INSTITUTE OF AERONAUTICAL ENGINEERING

(Autonomous)

Dundigal, Hyderabad - 500 043

## MASTER OF BUSINESS ADMINISTRATION

### TUTORIAL QUESTION BANK

<b>Course Title</b>	<b>TALENT KNOWLEDGE MANAGEMENT</b>				
<b>Course Code</b>	CMBB61				
<b>Programme</b>	MBA				
<b>Semester</b>	IV				
<b>Course Type</b>	Professional Elective - V				
<b>Regulation</b>	<b>IARE - R18</b>				
<b>Course Structure</b>	<b>Theory</b>			<b>Practical</b>	
	<b>Lectures</b>	<b>Tutorials</b>	<b>Credits</b>	<b>Laboratory</b>	<b>Credits</b>
	4	-	4	-	-
<b>Chief Coordinator</b>	Mr. K Vijaya Sekhar Reddy, Assistant Professor, MBA				
<b>Course Faculty</b>	Mr. K Vijaya Sekhar Reddy, Assistant Professor, MBA				

#### COURSE OBJECTIVES;

The course should enable the students to:

S. No	Description
<b>I.</b>	Understand organizational impacts of knowledge management on people and organizational performance
<b>II.</b>	Recognize a need to attract and retain for future knowledge capability
<b>III.</b>	Examine the process for identifying high potential talent and developing a pipeline of talent to serve organizational present and future needs
<b>IV.</b>	Know unique challenges and opportunities of Talent Management resulting from globalization.

#### COURSE OUTCOMES:

Students, who complete the course, will have demonstrated the ability to do the following:

CMBB61.01	Understand importance, designing & building a talent reservoir and segmentation of talent reservoir.
CMBB61.02	Demonstrate the characteristics, types of valid competency model and talent management information system.
CMBB61.03	Examine the purpose of developing a talent management information strategy and the role of leaders in talent management.
CMBB61.04	Express the nature of knowledge management alternative views of knowledge, types of knowledge and concept of location of knowledge.
CMBB61.05	Analyze the frame work of Hansen earl's seven schools of knowledge management alvesson and karreman's knowledge management approach.

CMBB61.06	Discuss the knowledge management solutions, mechanisms, systems and knowledge management infrastructure.
CMBB61.07	Describe the factors knowledge management processes in organizational performance.
CMBB61.08	Express the Hansen earl's seven schools of knowledge management
CMBB61.09	Apply the techniques of net present value, mean variance analysis hertz simulation, hillier approaches and the significance of information and data bank in project selections.
CMBB61.10	Express the nature of knowledge management alternative views of knowledge, types of knowledge and concept of location of knowledge.

## TUTORIAL QUESTION BANK

S. No	QUESTION	Blooms Taxonomy Level	Course Outcomes	Course Outcome Code (COs)
<b>UNIT-I</b>				
<b>MEANING AND IMPORTANCE OF TALENT MANAGEMENT</b>				
<b>PART-A (SHORT ANSWER QUESTIONS)</b>				
1.	Describe the meaning and importance of knowledge management.	Remember	CO1	CMBB61.01
2.	Simplify the building and designing procedures of a talent reservoir.	Understand	CO1	CMBB61.01
3.	Demonstrate segmentation procedure of the talent reservoir	Understand	CO1	CMBB61.01
4.	Outline the concept of talent management grid.	Understand	CO1	CMBB61.01
5.	Examine the concept of talent management system creation system.	Understand	CO1	CMBB61.01
6.	State the institutional strategies for dealing with knowledge management.	Remember	CO1	CMBB61.01
7.	Revise any four stages in the process of talent management mechanism.	Remember	CO1	CMBB61.01
8.	Rephrase the four pillars of talent management system for better decisions.	Remember	CO1	CMBB61.01
9.	Explore the contents involved in talent management plan.	Remember	CO1	CMBB61.01
10.	Interpret the institutional strategies to deal with talent management.	Remember	CO1	CMBB61.01
11.	Extend a short note on the following at one place only a) Super Keeper b) Problems with talent management	Remember	CO2	CMBB61.02
12.	Show a detailed note on the following at one place only a) Spiritual knowledge b) Knowledge codification	Remember	CO2	CMBB61.02
13.	Label a list of concepts on the following at one place only a) Competency b) Team work	Understand	CO2	CMBB61.02
14.	Give a demo on the following concepts at one place a) Future challenges for KM b) Knowledge transfer	Remember	CO2	CMBB61.02
15.	Elucidate the concept of Social Security for secured management?	Understand	CO2	CMBB61.02
16.	Illustrate the salient features of International Labor Organization?	Remember	CO2	CMBB61.02
17.	Simplify the meaning of labor administration?	Understand	CO2	CMBB61.02
18.	Express your opinion about the knowledge management.	Remember	CO2	CMBB61.02
19.	Summarize the Competency mapping in Knowledge Management.	Understand	CO2	CMBB61.02
20.	Distinguish basic concepts between the talent management plans and executive team development plans?	Understand	CO2	CMBB61.02
<b>PART-B (LONG ANSWER QUESTIONS)</b>				
1.	Summarize the meaning and importance of talent and knowledge management.	Understand	CO1	CMBB61.01
2.	Demonstrate the concept of building and designing process for maintaining the talent reservoir.	Understand	CO1	CMBB61.01
3.	Examine the segmenting procedures and concepts in the talent reservoir management system.	Understand	CO1	CMBB61.01
4.	Describe the advantages and disadvantages of talent management grid.	Understand	CO1	CMBB61.01
5.	Explain the concept of talent management creating system with appropriate examples.	Remember	CO1	CMBB61.01
6.	State the institutional strategies for dealing with knowledge management.	Remember	CO1	CMBB61.01
7.	Extend the conceptual backdrop of knowledge management and describe the essentials for building talent reservoir.	Understand	CO1	CMBB61.01

8.	Enlarge the significance of knowledge management for expected quality management? Illustrate the essentials for designing talent reservoir.	Understand	CO1	CMBB61.01
9.	Explore the talent management system? Describe the significance of talent management system.	Remember	CO1	CMBB61.01
10.	What are the stages included in the process of talent management system?	Understand	CO1	CMBB61.01
11	Express your views about the companies to attract talents? Explain in detail.	Understand	CO2	CMBB61.02
12	Discuss the major components of talent reservoir with real time examples.	Remember	CO2	CMBB61.02
13	Analyze the sharing process of talent management? Discuss with example.	Understand	CO2	CMBB61.02
14	Evaluate the concept, characteristics and components of tacit knowledge to transfer the knowledge.	Understand	CO2	CMBB61.02
15	Who deals with objections to talent management by employee representatives? How do you overcome the obstacles raised by strong workers' committees before launching such a systematic process?	Understand	CO2	CMBB61.02
16	Compile the talent management policies and processes to be transparent to all company employees or only to the relevant population?	Create	CO2	CMBB61.02
17	How to make the decision makers / senior management to realize the need for managing talent in the organization? Illustrate the way to convince them or explain the importance and benefits of talent management and how to harness them to the process?	Remember	CO2	CMBB61.02
18	Enumerate the talent in the organization during a recession and without a dedicated budget?	Understand	CO2	CMBB61.02
19	Criticize the changes that takes place when a sales person is promoted from a sales representative position to a first line sales manager position?	Understand	CO2	CMBB61.02
20	In what way the new trends are emerging in sales management as per the contemporary issues in the market?	Understand	CO2	CMBB61.02
<b>UNIT-II</b>				
<b>COMPETENCY</b>				
<b>PART-A(SHORT ANSWER QUESTIONS)</b>				
1.	Describe the meaning, characteristics of valid competency model.	Understand	CO3	CMBB61.03
2.	Draw the steps which are involved in developing a valid competency model.	Understand	CO3	CMBB61.03
3.	Explain the concept of talent management system.	Understand	CO3	CMBB61.03
4.	Discuss the purpose of developing a talent management information strategy.	Remember	CO3	CMBB61.03
5.	Examine the role of leaders in talent management.	Remember	CO3	CMBB61.03
6.	Explore the short note on Align Individual Goals with Corporate Strategy.	Understand	CO3	CMBB61.03
7.	Write in detail the details of valid competency developing model.	Understand	CO3	CMBB61.03
8.	Demonstrate the significance of leaders in talent management.	Understand	CO3	CMBB61.03
9.	Show the importance of various strategies of talent management and information of development.	Understand	CO3	CMBB61.03
10.	Illustrate the diagrammatic representation of competency modeling with explanation.	Remember	CO3	CMBB61.03
11.	Define explicit knowledge management system.	Understand	CO4	CMBB61.04
12.	Summarize the factors influencing the Knowledge management mechanism.	Understand	CO4	CMBB61.04
13.	What is the need for using psychometric tests in management?	Remember	CO4	CMBB61.04
14.	Analyze the various issue of talent management	Understand	CO4	CMBB61.04

15.	Evaluate the practices in knowledge creation and capture and what are its advantages to organization?	Understand	CO4	CMBB61.04
<b>PART-B (LONG ANSWER QUESTIONS)</b>				
1.	Examine about the Align Individual Goals with Corporate Strategy.	Understand	CO3	CMBB61.03
2.	Write in brief about the concept of developing a valid competency model.	Understand	CO3	CMBB61.03
3.	Demonstrate the importance of leaders in talent management.	Remember	CO3	CMBB61.03
4.	Describe the significance of developing a talent management information strategy.	Understand	CO3	CMBB61.03
5.	Discuss the diagrammatic representation of competency modeling with explanation.	Understand	CO3	CMBB61.03
6.	Elucidate the meaning, characteristics and process of developing in valid competency model.	Understand	CO3	CMBB61.03
7.	Enlist the steps which are involved in developing a valid competency model.	Understand	CO3	CMBB61.03
8.	Explain the concept of talent management system.	Remember	CO3	CMBB61.03
9.	Summarize the purpose of developing a talent management information strategy.	Understand	CO3	CMBB61.03
10.	Examine the role of leaders in talent management.	Understand	CO3	CMBB61.03
11.	Narrate the factors to justify the adoption of knowledge management into an organization?	Understand	CO4	CMBB61.04
12.	Explain any three KM myths and state the reasons for viewing them as myths?	Remember	CO4	CMBB61.04
13.	Enlarge the role of knowledge management in organizational success.	Remember	CO4	CMBB61.04
14.	Describe the knowledge discovery system? Explain in detail.	Remember	CO4	CMBB61.04
15.	Provide the Karreman's knowledge management approach with appropriate examples.	Understand	CO4	CMBB61.04
16.	Discuss in detail about various types of knowledge's to be used in the organization.	Understand	CO4	CMBB61.04
17.	Define Competency. Write about various characteristics of Competency.	Remember	CO4	CMBB61.04
18.	Draw the process of designing and building a Talent Reservoir for better analysis.	Remember	CO4	CMBB61.04
19.	Design and demonstrate the Talent Management Grid.	Remember	CO4	CMBB61.04
20.	Describe about the right sizing of work force management?	Remember	CO4	CMBB61.04
<b>UNIT-III</b>				
<b>THE NATURE OF KNOWLEDGE MANAGEMENT</b>				
<b>PART-A (SHORT ANSWER QUESTIONS)</b>				
1.	Examine the nature of knowledge management alternative views of knowledge.	Remember	CO5	CMBB61.05
2.	Classify various kinds of knowledge to develop the theories for management decisions.	Remember	CO5	CMBB61.05
3.	Describe the meaning, definitions and concept of location of knowledge	Remember	CO5	CMBB61.05
4.	Express the meaning of the knowledge. Is it different from information? If yes justify your explanation.	Remember	CO5	CMBB61.05
5.	Define the term knowledge management with real time examples.	Remember	CO5	CMBB61.05
6.	Classify the knowledge categories with examples.	Understand	CO5	CMBB61.05
7.	Explore about the characteristics of talent friendly organization?	Understand	CO5	CMBB61.05
8.	Enumerate talent development budget procedures.	Remember	CO5	CMBB61.05
9.	Differentiate between tacit and explain knowledge?	Understand	CO5	CMBB61.05
10.	Explain the measurement of ROT in IT Companies	Remember	CO5	CMBB61.05
11.	Distinguish the organizations need Talent Management	Remember	CO5	CMBB61.05
12.	Simplify the attract of Talent in today's competitive world?	Understand	CO5	CMBB61.05
13.	Demonstrate how talent can be retained in organizations?	Understand	CO5	CMBB61.05
14.	Express the right sizing of workforce?	Remember	CO5	CMBB61.05

15.	Write in brief about the importance of work-life balance initiatives.	Understand	CO5	CMBB61.05
1.	Discus the concept of rise of the knowledge worker.	Understand	CO6	CMBB61.06
2.	Demonstrate the features of knowledge intensive firm.	Remember	CO6	CMBB61.06
3.	Illustrate the key processes in knowledge intensive firms.	Understand	CO6	CMBB61.06
4.	Explore the short notes on (a) explicit knowledge (b) tacit knowledge.	Understand	CO6	CMBB61.06
5.	Explain in detail about the processes in knowledge intensive firm.	Remember	CO6	CMBB61.06
6.	Describe a brief description on the features of knowledge intensive. firm	Understand	CO6	CMBB61.06
7.	Develop and design the Training Process Model.	Understand	CO6	CMBB61.06
8.	Categorize different types of training in knowledge management.	Understand	CO6	CMBB61.06
9.	Discuss the managerial development and training.	Remember	CO6	CMBB61.06
10.	Elucidate evaluating the training effort and outcome.	Understand	CO6	CMBB61.06
11.	Summarize developmental coaching activities and its types.	Understand	CO6	CMBB61.06
12.	Demonstrate the training need to knowledge management.	Understand	CO6	CMBB61.06
13.	Express about the ROI of training program?	Remember	CO6	CMBB61.06
14.	Narrate how organization's projects Future talent?	Understand	CO6	CMBB61.06
15.	Enumerate the attract Talent in Today's organizations in knowledge management.	Understand	CO6	CMBB61.06
<b>PART-B (LONG ANSWER QUESTIONS)</b>				
1.	Examine the nature of knowledge management alternative views of knowledge.	Remember	CO5	CMBB61.05
2.	Classify the Knowledge management actions as per the situation.	Remember	CO5	CMBB61.05
3.	Describe the meaning, definitions and concept of location of knowledge.	Remember	CO5	CMBB61.05
4.	Express the meaning of the knowledge. Is it different from information? If yes justify your explanation.	Remember	CO5	CMBB61.05
5.	Define the term knowledge management.	Remember	CO5	CMBB61.05
6.	Illustrate the knowledge with examples.	Remember	CO5	CMBB61.05
7	Discuss the features of Knowledge intensive firms.	Remember	CO5	CMBB61.05
8	Explain Knowledge Management practices of Infosys Technologies Limited.	Understand	CO5	CMBB61.05
9	Demonstrate the possible problems with Talent management?	Understand	CO5	CMBB61.05
10	Summarize the cross functional teams? What are its advantages and disadvantages?	Understand	CO6	CMBB61.06
11	Show the issues and challenges in knowledge management?	Remember	CO6	CMBB61.06
12	Enlist the building blocks of a Talent Management System.	Remember	CO6	CMBB61.06
13	How the trends are emerging in Social Media for Talent?	Remember	CO6	CMBB61.06
14	Elucidate the deal with objections to talent management by employee representatives? How do you overcome the obstacles raised by strong workers' committees before launching such a systematic process?	Remember	CO6	CMBB61.06
15	Enumerate the decision makers / senior management to realize the need for managing talent in the organization? How to convince them or explain the importance and benefits of talent management and how to harness them to the process?	Remember	CO6	CMBB61.06
1.	Discus the concept of rise of the knowledge worker.	Remember	CO5	CMBB61.05
2.	Demonstrate the features of knowledge intensive firm.	Understand	CO5	CMBB61.05
3.	Illustrate the key processes in knowledge intensive firms.	Understand	CO5	CMBB61.05
4.	Briefly explain about the explicit knowledge and tacit knowledge.	Understand	CO5	CMBB61.05

5.	Examine the steps which are involved in the process of knowledge intensive firm.	Remember	CO5	CMBB61.05
6.	Describe the essentials of knowledge intensive firm.	Understand	CO5	CMBB61.05
7.	Illustrate the following concepts: a. New HR Roles b. Talent Management	Remember	CO5	CMBB61.05
8.	Distinguish between the manufacturing sector and service sector in terms of character, focus and deliverable.	Understand	CO5	CMBB61.05
9.	Examine the understand by HR Forecasting? Discuss the various techniques of Forecasting.	Understand	CO5	CMBB61.05
10.	Exemplify the organization HR Policies and also explain its importance for better managerial practices.	Understand	CO5	CMBB61.05
11.	What do you understand by the term Succession Management? What are the challenges involve in it.	Remember	CO6	CMBB61.06
12.	Explain the emerging trends & issues in man power planning.	Understand	CO6	CMBB61.06
13.	Narrate the relation between HR and Innovation and Creativity.	Remember	CO6	CMBB61.06
14.	Write in brief about the followings: 1. Investment Process 2. Listing of securities.	Understand	CO6	CMBB61.06
15.	Classify the fundamental analysis? How does fundamental analysis differ from technical analysis	Understand	CO6	CMBB61.06

#### UNIT-IV

#### KNOWLEDGE MANAGEMENT

#### PART-A (SHORT ANSWER QUESTIONS)

1.	Critically examine the frame work f Hansen earl's seven schools of knowledge management Karreman's knowledge management approach.	Remember	CO7	CMBB61.07
2.	Enumerate the frame work of Hansen earl's seven schools of knowledge management Alvesson knowledge management approach.	Understand	CO7	CMBB61.07
3.	Describe knowledge management solutions and mechanisms.	Remember	CO7	CMBB61.07
4.	Demonstrate the concept of knowledge management mechanisms in the organization.	Remember	CO7	CMBB61.07
5.	Discuss the knowledge management solutions which are adopted in the organization.	Remember	CO7	CMBB61.07
6.	Summarize knowledge management systems and knowledge management infrastructure.	Remember	CO7	CMBB61.07
7.	Narrate the significance of knowledge management mechanisms and systems with real time examples.	Understand	CO7	CMBB61.07
8.	Simplify the importance of knowledge management infrastructure components and concepts.	Remember	CO7	CMBB61.07
9.	Explore the role of trade union as an organized association of workers in a trade, group of trades, or profession, formed to protect and further their rights and interests.	Understand	CO8	CMBB61.08
10.	State the objectives of wage administration practices and procedures.	Understand	CO8	CMBB61.08
11.	Write briefly about the salient features of payment of Wages Act, 1936.	Remember	CO8	CMBB61.08
12.	Explain the reason behind the existence of Talent management Information System.	Remember	CO8	CMBB61.08
13.	Define the Talent Management System". Discuss benefits and challenges of TMS	Understand	CO8	CMBB61.08
14.	What are the best practices in the implementation of talent and knowledge management in an organization?	Remember	CO8	CMBB61.08
15.	Explore the retain talent in the organization during a recession and without a dedicated budget?	Understand	CO8	CMBB61.08

#### PART-B (LONG ANSWER QUESTIONS)

1.	Examine the frame work of Hansen earl's seven schools of knowledge management Alvesson and Karreman's knowledge management approach.	Remember	CO7	CMBB61.07
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2.	Describe knowledge management solutions, mechanisms and systems and knowledge management infrastructure.	Remember	CO7	CMBB61.07
3.	Demonstrate the frame work of Hansen earl's seven schools of knowledge management Alvesson knowledge management approach.	Remember	CO7	CMBB61.07
4.	Critically examine the frame work f Hansen earl's seven schools of knowledge management Karreman's knowledge management approach.	Remember	CO7	CMBB61.07
5.	Enumerate the concept of knowledge management mechanisms and solutions in the organization.	Understand	CO7	CMBB61.07
6.	Discuss the importance of knowledge management systems and knowledge management infrastructure.	Remember	CO7	CMBB61.07
7.	What is the significance of knowledge management infrastructure and mechanisms?	Remember	CO7	CMBB61.07
8.	Narrate in detail about various types of competency.	Understand	CO7	CMBB61.07
9.	Write in detail about various types of knowledge management levels.	Remember	CO7	CMBB61.07
10.	Explain Knowledge management Infrastructure with reference to any Organization	Remember	CO7	CMBB61.07
11.	Outline the details of knowledge management framework of Hanse-Earls Seven schools of Knowledge Management.	Understand	CO8	CMBB61.08
12.	Enlarge the concept of building blocks of talent management system	Remember	CO8	CMBB61.08
13.	Enlist the difference between talent management plans and executive team development plans?	Remember	CO8	CMBB61.08
14.	Write the short note on: a. Inventorying Available Talent b. Forecasting Staffing Requirements	Remember	CO8	CMBB61.08
15.	What do you understand by the term Succession Management? What are the challenges involve in it	Remember	CO8	CMBB61.08
16.	Conclude the relation between HR and Innovation and	Understand	CO8	CMBB61.08
17.	Correlate the relation of HR and Six Sigma Practice.	Remember	CO8	CMBB61.08
18.	Enumerate the factors that have the most significant effect on the Industry's earnings?	Remember	CO8	CMBB61.08
19.	Explore the Portfolio Management? Explain the portfolio management process.	Remember	CO8	CMBB61.08
20.	State the basic assumptions of CAPM? What are the advantages of adopting CAPM model in the portfolio management?	Remember	CO8	CMBB61.08

## UNIT-V

### ORGANIZATIONAL IMPACTS OF KNOWLEDGE MANAGEMENT

#### PART-A (SHORT ANSWER QUESTIONS)

1.	Demonstrate the organizational impacts of knowledge management on people.	Remember	CO9	CMBB61.09
2.	Illustrate the factors influencing knowledge management.	Understand	CO9	CMBB61.09
3.	Critically examine the knowledge management assessment of an organizational importance.	Understand	CO9	CMBB61.09
4.	Discuss the knowledge management assessment of an organizational types and timing.	Understand	CO9	CMBB61.09
5.	Describe different types of knowledge discovery systems.	Understand	CO9	CMBB61.09
6.	Summarize the organizational impacts of knowledge management on processes.	Understand	CO9	CMBB61.09
7.	Conclude the organizational impacts of knowledge management on organizational performance.	Understand	CO9	CMBB61.09
8.	Scrutinize the organizational impacts of knowledge management on products.	Remember	CO9	CMBB61.09
9.	Enlist the features of Industrial disputes.	Remember	CO9	CMBB61.09
10.	Explain the concept of Industrial Relations.	Remember	CO9	CMBB61.09
11.	What are the principles of collective bargaining?	Remember	CO10	CMBB61.10



12.	Show the benefits available under the Maternity Benefit Act, 1961?	Remember	CO10	CMBB61.10
13.	Classify the types of risks to address the talent management practices?	Remember	CO10	CMBB61.10
14.	Who Started Knowledge Management? How did it evolved in from past to present?	Remember	CO10	CMBB61.10
15.	Explain the followings: 1.CAPM 2.The security market line	Remember	CO10	CMBB61.10
<b>PART-B (LONG ANSWER QUESTIONS)</b>				
1.	Demonstrate the organizational impacts of knowledge management on people, processes, products and organizational performance.	Remember	CO9	CMBB61.09
2.	Illustrate the factors influencing on knowledge management.	Understand	CO9	CMBB61.09
3.	Critically examine the knowledge management assessment of an organizational importance, types and timing.	Understand	CO9	CMBB61.09
4.	Describe different types of knowledge discovery systems.	Remember	CO9	CMBB61.09
5.	Examine the organizational impacts of knowledge management on products and organizational performance.	Remember	CO9	CMBB61.09
6.	Describe the organizational impacts of knowledge management on people, and processes.	Remember	CO9	CMBB61.09
7.	State the organizational impacts of knowledge management on processes and products.	Remember	CO9	CMBB61.09
8.	Enumerate the organizational impacts of knowledge management on products and organizational performance and people.	Remember	CO9	CMBB61.09
9.	Summarize the organizational knowledge? Enlist various practices of an organization to assess knowledge management	Remember	CO9	CMBB61.09
10.	Conclude the people-related problems in implementing KM Strategy.	Remember	CO9	CMBB61.09
11.	Explicit the employee engagement. Explain the significance of employee engagement in the organization	Remember	CO10	CMBB61.10
12.	List out the Talent Management processes focus only on the Company's high-level management. Why?	Remember	CO10	CMBB61.10
13.	Demonstrate the possibility to manage talents in a small organization where the number of employees is less than hundreds, and if yes how?	Remember	CO10	CMBB61.10
14.	Examine the link between personal learning and Organizational Learning?	Remember	CO10	CMBB61.10
15.	Evaluate the systematic, unsystematic risk of security and portfolio risk management?	Remember	CO10	CMBB61.10

**Prepared By:**

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