



INSTITUTE OF AERONAUTICAL ENGINEERING

(Autonomous)

Dundigal, Hyderabad - 500 043

MASTER OF BUSINESS ADMINISTRATION

TUTORIAL QUESTION BANK

Course Name	:	TALENT AND KNOWLEDGE MANAGEMENT
Course Code	:	CMB423
Class	:	MBA IV Semester
Branch	:	MBA
Academic Year	:	2017– 2018
Course Coordinator	:	Dr.T.Srinivasa Rao, Professor, MBA
Course Faculty	:	Dr.T.Srinivasa Rao, Professor, MBA

COURSE OBJECTIVES (CO's):

The course should enable the students to:

S. NO	DESCRIPTION
I	Understand organizational impacts of knowledge management on people and organizational performance.
II	Learn and plan the talent required for an organization.
III	Transfer the knowledge in most efficient manner by latest tools and techniques.
IV	Acquire knowledge with different mechanisms and systems.

COURSE LEARNING OUTCOMES (CLOs):

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

CCMB423.01	Understand the meaning and importance of knowledge management.
CCMB423.02	Know the building, designing a talent reservoir and stages of knowledge management.
CCMB423.03	Analyze the segmentation of talent reservoir.
CCMB423.04	Understand the concept of talent management grid.
CCMB423.05	Know the concept of creation of talent management system.
CCMB423.06	Analyze the institutional strategies for dealing with knowledge management.
CCMB423.07	Know the meaning, characteristics, and types of valid competency model.
CCMB423.08	Understand the steps which are involved in developing a valid competency model.
CCMB423.9	Know the concept of talent management system.
CCMB423.10	Analyze the purpose of developing a talent management information strategy.
CCMB423.11	Understand the role of leaders in talent management.
CCMB423.12	Know the nature of knowledge management alternative views of knowledge.
CCMB423.13	Analyze the classification of knowledge.
CCMB423.14	Understand the meaning, definitions and concept of location of knowledge.
CCMB423.15	Know the concept of rise of the knowledge worker.
CCMB423.16	Understand the features of knowledge intensive firm.

CCMB423.17	Access the key processes in knowledge intensive firms.
CCMB423.18	Analyze the frame work f Hansen earl’s seven schools of knowledge management alvesson and karreman’s knowledge management approach.
CCMB423.19	Understand knowledge management solutions, mechanisms and systems and knowledge management infrastructure.
CCMB423.20	Access the organizational impacts of knowledge management on people, processes, products and organizational performance.
CCMB423.21	Know the factors influencing knowledge management, knowledge management assessment of an organizational importance, types and timing, different types of knowledge discovery systems.

TUTORIAL QUESTION BANK

S. No	QUESTION	Blooms Taxonomy Level	Course learning Outcome (CLOs)
UNIT-I			
MEANING AND IMPORTANCE OF TALENT MANAGEMENT			
PART-A (SHORT ANSWER QUESTIONS)			
1.	Demonstrate the meaning and importance of knowledge management.	Remember	CCMB423.01
2.	Illustrate the building and designing a talent reservoir.	Understand	CCMB423.02
3.	Demonstrate the segmentation of the talent reservoir.	Understand	CCMB423.03
4.	Describe the concept of talent management grid.	Remember	CCMB423.04
5.	Examine the concept of creation of talent management system.	Remember	CCMB423.05
6.	State the institutional strategies for dealing with knowledge management.	Understand	CCMB423.06
7.	Describe any four stages included in the process of talent management.	Remember	CCMB423.06
8.	State the four pillars of talent management system.	Understand	CCMB423.06
9.	Write the contents of talent management plan.	Remember	CCMB423.06
10.	Briefly explain institutional strategies for dealing with talent management.	Understand	CCMB423.06
PART-B (LONG ANSWER QUESTIONS)			
1.	Illustrate the meaning and importance of knowledge management.	Remember	CCMB423.01
2.	Demonstrate the building and designing a talent reservoir.	Understand	CCMB423.02
3.	Discuss the segmenting the talent reservoir.	Understand	CCMB423.03
4.	Describe the advantages of talent management grid.	Remember	CCMB423.04
5.	Describe the concept of creation of talent management system.	Understand	CCMB423.05
6.	State the institutional strategies for dealing with knowledge management.	Remember	CCMB423.06
7.	What do you understand by the concept of knowledge management? Describe the essentials for building talent reservoir.	Understand	CCMB423.06
8.	What is the significance of knowledge management? Illustrate the essentials for designing talent reservoir.	Understand	CCMB423.06
9.	What do you understand by talent management system? Describe the significance of talent management system.	Remember	CCMB423.06
10.	Describe the stages included in the process of talent management system.	Understand	CCMB423.06
UNIT-II			

S. No	QUESTION	Blooms Taxonomy Level	Course learning Outcome (CLOs)
COMPETENCY			
PART-A(SHORT ANSWER QUESTIONS)			
1.	Describe the meaning, characteristics of valid competency model.	Understand	CCMB423.07
2.	Explain the steps which are involved in developing a valid competency model.	Understand	CCMB423.08
3.	Explain the concept of talent management system.	Remember	CCMB423.9
4.	Discuss the purpose of developing a talent management information strategy.	Understand	CCMB423.10
5.	Examine the role of leaders in talent management.	Remember	CCMB423.11
6.	Write a short note on Align Individual Goals with Corporate Strategy.	Understand	CCMB423.11
7.	Explain in detail about the developing a valid competency model.	Understand	CCMB423.11
8.	Demonstrate the significance of leaders in talent management.	Remember	CCMB423.11
9.	Describe the importance of developing a talent management information	Understand	CCMB423.11
10.	Discuss the diagrammatic representation of competency modeling with	Understand	CCMB423.11
PART-B (LONG ANSWER QUESTIONS)			
1.	Briefly explain about the Align Individual Goals with Corporate Strategy.	Understand	CCMB423.11
2.	Examine the concept of developing a valid competency model.	Understand	CCMB423.11
3.	Demonstrate the importance of leaders in talent management.	Remember	CCMB423.11
4.	Describe the significance of developing a talent management information	Understand	CCMB423.11
5.	Discuss the diagrammatic representation of competency modeling with explanation.	Understand	CCMB423.11
6.	Discuss the meaning, characteristics and process of developing in valid competency model.	Understand	CCMB423.07
7.	Critically examine the steps which are involved in developing a valid competency model.	Understand	CCMB423.08
8.	Explain the concept of talent management system.	Remember	CCMB423.9
9.	Describe the purpose of developing a talent management information strategy.	Understand	CCMB423.10
10.	Critically Examine the role of leaders in talent management.	Remember	CCMB423.11
UNIT-III			
THE NATURE OF KNOWLEDGE MANAGEMENT			
PART-A(SHORT ANSWER QUESTIONS)			
1.	Examine the nature of knowledge management alternative views of knowledge.	Remember	CCMB423.12
2.	Explain the classification of knowledge.	Remember	CCMB423.13
3.	Describe the meaning, definitions and concept of location of knowledge.	Understand	CCMB423.14
4.	Express the meaning of the knowledge. Is it different from information? If yes justify your explanation.	Understand	CCMB423.14
5.	Define the term knowledge management.	Understand	CCMB423.14
6.	Classify the knowledge with examples.	Remember	CCMB423.14
1.	Discus the concept of rise of the knowledge worker.	Understand	CCMB423.15

S. No	QUESTION	Blooms Taxonomy Level	Course learning Outcome (CLOs)
2.	Demonstrate the features of knowledge intensive firm.	Remember	CCMB423.16
3.	Illustrate the key processes in knowledge intensive firms.	Understand	CCMB423.17
4.	Write short notes on (a) explicit knowledge (b) tacit knowledge.	Understand	CCMB423.17
5.	Explain in detail about the processes in knowledge intensive firm.	Remember	CCMB423.17
6.	Write a brief description on the features of knowledge intensive. firm	Understand	CCMB423.17
PART-B(LONG ANSWER QUESTIONS)			
1.	Examine the nature of knowledge management alternative views of knowledge.	Remember	CCMB423.12
2.	Explain the classification of knowledge.	Remember	CCMB423.13
3.	Describe the meaning, definitions and concept of location of knowledge.	Understand	CCMB423.14
4.	Express the meaning of the knowledge. Is it different from information? If yes	Understand	CCMB423.14
5.	Define the term knowledge management.	Understand	CCMB423.14
6.	Classify the knowledge with examples.	Remember	CCMB423.14
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	CCMB423.18
2.	Enumerate the frame work of Hansen earl's seven schools of knowledge management alvesson knowledge management approach.	Understand	CCMB423.18
3.	Describe knowledge management solutions and mechanisms.	Remember	CCMB423.19
4.	Demonstrate the concept of knowledge management mechanisms in the organization.	Understand	CCMB423.19
5.	Discuss the knowledge management solutions which are adopted in the organization.	Remember	CCMB423.19
6.	Describe knowledge management systems and knowledge management infrastructure.	Understand	CCMB423.19
7.	Discuss the significance of knowledge management systems.	Understand	CCMB423.19
8.	Describe the importance of knowledge management infrastructure.	Remember	CCMB423.19
PART-B (LONG ANSWER QUESTIONS)			
1.	Critically examine the frame work of Hansen earl's seven schools of knowledge management alvesson and karreman's knowledge management approach.	Remember	CCMB423.18
2.	Describe knowledge management solutions, mechanisms and systems and knowledge management infrastructure.	Remember	CCMB423.19

S. No	QUESTION	Blooms Taxonomy Level	Course learning Outcome (CLOs)
3.	Demonstrate the frame work of Hansen earl's seven schools of knowledge management alvesson knowledge management approach.	Remember	CCMB423.18
4.	Critically examine the frame work f Hansen earl's seven schools of knowledge management karreman's knowledge management approach.	Remember	CCMB423.18
5.	Enumerate the concept of knowledge management mechanisms and solutions in the organization.	Understand	CCMB423.19
6.	Discuss the importance of knowledge management systems and knowledge management infrastructure.	Remember	CCMB423.19
7.	Describe the significance of knowledge management infrastructure and mechanisms.	Remember	CCMB423.19
UNIT-V			
ORGANIZATIONAL IMPACTS OF KNOWLEDGE MANAGEMENT			
PART-A(SHORT ANSWER QUESTIONS)			
1.	Demonstrate the organizational impacts of knowledge management on people.	Remember	CCMB423.20
2.	Illustrate the factors influencing knowledge management.	Understand	CCMB423.21
3.	Critically examine the knowledge management assessment of an organizational importance.	Understand	CCMB423.22
4.	Discuss the knowledge management assessment of an organizational types and timing.	Understand	CCMB423.22
5.	Describe different types of knowledge discovery systems.	Remember	CCMB423.23
6.	Demonstrate the organizational impacts of knowledge management on	Remember	CCMB423.20
7.	Demonstrate the organizational impacts of knowledge management on organizational performance.	Remember	CCMB423.20
8.	Demonstrate the organizational impacts of knowledge management on products.	Remember	CCMB423.20
PART-B(LONG ANSWER QUESTIONS)			
1.	Demonstrate the organizational impacts of knowledge management on people, processes, products and organizational performance.	Remember	CCMB423.20
2.	Illustrate the factors influencing on knowledge management.	Understand	CCMB423.21
3.	Critically examine the knowledge management assessment of an organizational importance, types and timing.	Understand	CCMB423.22
4.	Describe different types of knowledge discovery systems.	Remember	CCMB423.23
5.	Examine the organizational impacts of knowledge management on products and organizational performance.	Remember	CCMB423.20
6.	Describe the organizational impacts of knowledge management on people, and processes.	Remember	CCMB423.20
7.	Discuss the organizational impacts of knowledge management on processes and products.	Remember	CCMB423.20
8.	Examine the organizational impacts of knowledge management on products and organizational performance and people.	Remember	CCMB423.20

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