

K. J. SOMAIYA INSTITUTE OF MANAGEMENT STUDIES AND RESEARCH

Subject: Talent Engagement

Program: PGDM / MMS (HR) - Trimester VI

Maximum Marks: 25

Duration: 2 hours

Date : 18/04/2019

Q.1. Read the given case and answer the following questions:

(i) Map the drivers of engagement, as per Deloitte's report, in this case.

(6)

(ii) How can the organization ensure its employees are engaged in this scenario? Suggest talent engagement activities/ initiatives that will be useful in this case. **(6)**

Q.2. "To keep employees engaged, you have to earn and build their trust first." Explain this statement referring to the article, "*The neuroscience of trust*". Elaborate any three managerial behaviors that foster trust and employee engagement, with examples.

OR

"Organizations need to be cautious that they are not making work meaningless for their employees if they want an engaged workforce." Referring to the article, "*What makes work meaningful or meaningless?*" explain any three deadly sins that destroy meaningfulness at the workplace and how can they be tackled using examples. **(5)**

Q.3. Write short notes on any two of the following: **(8)**

(i) Psychic and behavioral energy of engagement

(ii) Talent engagement myths

(iii) Employee engagement value chain
