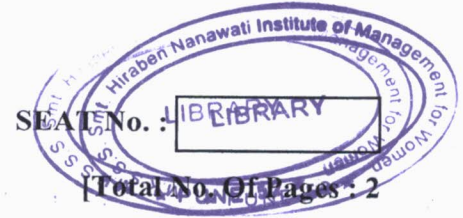


24 Feb 23

Total No. Of Questions : 5]

PA-4179



[5946]-215

M.B.A

SC-HRM-01 : Competency Based HRM
(2019 Pattern) (Semester - II)(205HR)

Time : 2½ Hours]

[Max. Marks : 50

Instructions to the candidates :

- 1) Answer all questions.
- 2) Draw diagram /flow chart/ model wherever applicable.

Q1) Solve any Five (2 marks each) :

- a) Define performance mgt. system.
- b) Explain career progression.
- c) What is transformational competency.
- d) Define organizational culture.
- e) What is feedback mechanism concept.
- f) Explain Ask model.
- g) What are generic competencies.
- h) Explain single incumbent jobs.

Q2) Solve any Two (5 marks each) :

- a) Describe the approaches of competency mapping.
- b) Explain various types of competency model.
- c) Describe the concept of job specific competency model.

P.T.O.

Q3) Solve any One (10 marks each) :

- a) Differentiate between transactional, tradition and transformational competency
- b) Elaborate 'lancaster model of competency'.

Q4) Solve any One (10 marks each) :

- a) Design a training module to enhance performance of 'design engineer's for an automotive company.
- b) Summarise in your language, how beneficial is competency from work in guiding employee performance.

Q5) Solve any One (10 marks each) :

- a) Develop a competency model for profile of marketing professional at entry level, middle level & Senior level.
- b) Design KRA's & KPI's for a profile of 'HR generalist' in an IT company.



18 Aug 22

Total No. of Questions : 5]

SEAT No. :

P6877

[Total No. of Pages : 2

[5860]-215

First Year M.B.A.

**205 - SC-HRM-01 : COMPETENCY BASED HUMAN
RESOURCE MANAGEMENT
(2019 Pattern) (Semester-II)**

Time : 2½ Hours]

[Max. Marks : 50

Instructions to the candidates:

- 1) Attempt all questions.
- 2) Draw diagram/flowchart/module wherever applicable.

Q1) Attempt any five questions:

[10]

- a) What are the basic components of competency?
- b) What are the components of performance management system?
- c) Define the term competency.
- d) Enlist the managerial competencies required to work in a business organization.
- e) What is performance planning?
- f) Define the term competency mapping.
- g) Define the term performance management.
- h) Define the terms, Key Performance Area and Key Performance Indicator.

Q2) Attempt any two questions.

[10]

- a) What is competency? Explain in detail the need for competency framework in an organization.
- b) Explain in brief the components of performance management system.
- c) Write a note on competency based succession planning.

P.T.O.

Q3) Attempt any one question.

[10]

- a) Comment on how competency mapping frameworks can be used while performing functions of human resource management effectively.
- b) Explain in detail steps involved in competency mapping with the help of an example.

Q4) Attempt any one question.

[10]

- a) Analyse managerial competencies required to perform role of marketing manager in a multinational company.
- b) Classify competencies required for managerial job at various ten levels in a business organization.

Q5) Attempt any one question.

[10]

- a) Design a competency mapping framework for recruiting and selecting an appropriate candidate for the post of sales executive.
- b) Design a competency skill matrix for the profile of finance manager. Mention technical & behaviour skills required for the profile.

