

Total No. of Questions : 5]

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M.B.A. - I

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

Time : 2½ Hours]

[Max. Marks : 50

Instructions to the candidates:

- 1) All questions are compulsory. Draw diagrams/Flow charts/Model wherever applicable.
- 2) Write example wherever necessary.
- 3) Figures to the right indicates full marks.

**Q1)** Attempt the following (Any 5)

**[10]**

- a) Define the term competency mapping.
- b) Define knowledge and skill.
- c) Define the terms key performance area and key performance indicator.
- d) Define competency
- e) Enlist any four managerial competencies required to work in a service industry.
- f) Write any four generic competencies required for the manager in automobile industry.
- g) What are the basic components of competency?
- h) Define the term performance management.

**Q2)** Answer the following : (Any 2)

**[10]**

- a) Explain the process of competency mapping.
- b) Write the difference between performance and competency.
- c) Write short note on counselling for better performance.

**P.T.O.**

**Q3) Answer the following. (Any 1)**

**[10]**

- a) Differentiate between transactional, tradition and transformational competency.

OR

- b) Describe leadership and functional competencies for Deputy Director.

**Q4) Answer the following. (Any 1)**

**[10]**

- a) Design a competency mapping framework for recruiting and selection of an appropriate candidate for the post of HR executive.

OR

- b) Classify competencies required for Managerial Job at various five levels for an organisation.

**Q5) Answer the following. (Any 1)**

**[10]**

- a) Describe leadership and functional competencies for the post of teacher in school under National Education Policy.

OR

- b) Develop a competency model for the profile of HR professional at Hospital during COVID-19 situation.

