

Total No. of Questions : 5]

**P6877**

SEAT No. :

[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.

