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SEAT No. :

PB2064

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[6201]-206

First Year M.B.A.

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

Time : 2½ Hours]

[Max. Marks : 50

Instructions to the candidates:

- 1) *All questions are compulsory.*
- 2) *Each question carries 10 marks.*

Q1) Answer any five : (2 marks each)

- a) Define the term key performance area.
- b) Define the term key performance indicator.
- c) Define competency mapping.
- d) List the managerial competencies.
- e) Iceberg model of competency. What is it?
- f) _____ is a bundle of skills & techniques that enable a company to provide particular benefit to its stakeholder.
- g) What is meaning of corporate competency driven culture?
- h) Enlist types of competency model.

Q2) Answer any two : (5 marks each)

- a) Steps in competency mapping.
- b) Differentiate between competency & KSA.
- c) Components of competency.

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Q3) Answer any one : (10 marks each)

- a) What challenges are faced by an HR manager in process of career development when workforce is in diverse nature?
- b) Explain in brief components of performance management system.

Q4) Answer any one : (10 marks each)

- a) Design a competency mapping framework for recruiting & selecting an appropriate candidate for post of sales executive.
- b) Comment on how competency mapping framework can be used while performing functions of HRM.

Q5) Answer any one : (10 marks each)

- a) Is it necessary for an employer to take career initiatives for his employees. If yes, justify.
- b) State the process of career planning. What do you understand by a 'career path'.

