

Total No. of Questions : 5]

SEAT No. :

PF5730

[Total No. of Pages : 2

[6648]-712

S.Y.M.B.A.

**HRM 610 MJ : COMPETENCY BASED HRM
(2024 Pattern) (Semester - III)**

Time : 2½ Hours]

[Max. Marks : 50

Instructions to the candidates:

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

Q1) Attempt any five.

[5×2=10]

- a) Define competency.
- b) What is the difference between competence and competency?
- c) State any two components of competency.
- d) What are generic competencies?
- e) Define technical competency.
- f) What is meant by managerial competency?
- g) State any two limitations of competency framework.
- h) What is performance vs competency?

Q2) Attempt any two (5 marks).

[10]

- a) Describe the stages involved in developing a competency model.
- b) Differential between core, job-specific and leadership competency models.
- c) Explain the Lancaster Model of competency.

P.T.O.

Q3) Attempt any one.

[10]

- a) Explain in detail the steps involved in competency mapping with a suitable organizational example.
- b) Discuss the role of competency mapping in recruitment, training, performance appraisal and compensation.

Q4) Attempt any one.

[10]

- a) Analyse the role of Behavioural Event Interviewing (BEI) in competency assessment.
- b) Examine the functioning of an Assessment centre and the role of assessors in integrating competency data.

Q5) Attempt any one.

[10]

- a) Evaluate the role of data analytics in competency - based HR decision - making.
- b) Develop a customised competency model for a job role of your choice using CO-KSA elements.

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