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Dr. D. Y. Patil Institute of Management & Entrepreneur Development
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PE-5847

SEAT No. :

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[6551]-826

M.B.A.

HRM 610MJ: Competency Based HRM

(2024 Pattern) (Semester - III)

Time : 2½ Hours] *[Max. Marks : 50*

Instructions to the candidates :

1) *All questions are compulsory.*
2) *Figures to the right indicate full marks.*

Q1) **Attempt any Five questions out of Eight (2 Marks Each) :** **[10]**

a) Identify any two differences between competence and competency.

b) Mention any two applications of CBHRM.

c) Define KRA & KPI

d) What is an assessment centre?

e) Write two emerging trends in competency based HRM.

f) What is the Behavioural Event Interview (BEI)?

g) Define single - incumbent job mapping.

h) Mention any two myths about competency.

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Q2) Attempt any two (05 Marks Each) : **[2 × 5 = 10]**

a) Differentiate between functional and behavioural competency

b) Discuss the role of competency mapping in recruitment and selection.

c) Explain the process of designing tools in an assessment centre.

Q3) a) Discuss the role of HR analytics in competency based HRM with examples. **[10]**

OR

b) Elaborate different types of competencies with example for each. **[10]**

Q4) a) Critically evaluate different assessment methods used in competency based HRM. **[10]**

OR

b) Explain the tools for data collection and their relevance in competency mapping. **[10]**

Q5) a) Critically evaluate the Lancaster Model of Competency. **[10]**

OR

b) Case :

A retail company. Trendmart uses an AI-based HRIS to shortlist candidates. After a month. HR notices that the system is rejecting many female applicants for technical roles. some employees raise concerns that the AI tool is biased because it was trained on past data dominated by male employees

Questions

i) What are the ethical issues in this case? **[3]**

ii) How can HR ensure fairness in AI driven recruitment? **[4]**

iii) Mention one competency HR professionals need to manage such technology ethically. **[3]**