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SEAT No. :

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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.

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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 accessors 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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