

**M.B.A. (GEN.) / M.B.A. (IT) Sem- III (2012 COURSE)(CHOICE
BASED CREDIT SYSTEM) / M.B.A. (FM) Semester - III (2013
(CHOICE BASED CREDIT SYSTEM) : SUMMER - 2019**

**SUBJECT: ELECTIVE-I – MANAGERIAL COMPETENCIES AND CAREER
DEVELOPMENT (HRM)**

Day : Tuesday
Date : 21/05/2019

Time: 10.00 AM TO 01.00 PM
Max. Marks: 100.

S-2019-2266

N.B.:

- 1) Attempt any **FOUR** from Section-I and any **TWO** questions from Section-II.
 - 2) Figures to the right indicate **FULL** marks.
 - 3) Answer to both the sections should be written in **SAME** Answer book.
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SECTION-I

- Q.1** Define Competency Mapping and explain its scope and significance in effective HRM. **(15)**
- Q.2** Explain in detail the precautions to be taken in ensuring Fast Tracking do not create conflicts in the organization. **(15)**
- Q.3** Describe Career Translation and Career Plateauing with the help of suitable examples. **(15)**
- Q.4** Discuss in details various challenges faced by an organization in training for career development of employees. **(15)**
- Q.5** Write short on any **THREE** of the following: **(15)**
- a) Career Anchor
 - b) Global Workplace
 - c) Competency Building
 - d) Succession Planning

SECTION-II

- Q.6** Develop a suitable training programme for competency management for a medium-sized organization. **(20)**
- Q.7** Identify Performance Dimensions for competency building of sales staff in a multi-location fast-food chain. **(20)**
- Q.8** Develop a model for competency mapping for effective career development for a large-organization operating in the field of Information Technology. **(20)**

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