

**S.D.E.**  
**M.B.A. Sem-IV (2013 Course) : SUMMER - 2019**  
**SUBJECT : ELECTIVE – VIII : MANAGERIAL COMPETENCIES & CAREER**  
**DEVELOPMENT (HUMAN RESOURCE MANAGEMENT)**

Day : Thursday  
Date : 23/05/2019

**S-2019-5078**

Time : 02.00 PM TO 05.00 PM  
Max. Marks : 70

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**N.B.:**

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

- Q.1** Explain the role of managerial competencies in Career Development Programme. [14]
- Q.2** Explain in detail the various techniques for mapping competencies. [14]
- Q.3** Identify the relevant issues faced by organizations in career development of its employees. [14]
- Q.4** What are the challenges faced in training employees for career development? Discuss with examples. [14]
- Q.5** Write short notes on **ANY TWO** of the following: [14]
- a) Identifying performance dimension for competency building
  - b) Dual ladder in career development
  - c) Importance of succession planning

**SECTION – II**

- Q.6** Develop a training programme for the senior HR staff who will be handling career development initiatives of employees in an organization of your choice. [14]
- Q.7** Develop a model for competency mapping for effective career development of project managers of an IT firm. [14]
- Q.8** Which technique of competency appraisal will you suggest to the HR department of a manufacturing company who have to appraise competencies of all staff of the production department? [14]

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