

S.D.E.

M.B.A. SEM-IV (2013 COURSE) : SUMMER - 2018

SUBJECT : ELECTIVE – VIII : MANAGERIAL COMPETENCIES & CAREER  
DEVELOPMENT (HUMAN RESOURCE MANAGEMENT)

Day : **Thursday**  
Date : **28/06/2018**

S-2018-4441

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) Answers to both the sections should be written in **SEPARATE** answer books.
  - 3) Figures to the right indicate **FULL** marks.
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**SECTION – I**

- Q.1** Explain the significance of competency mapping for implementation of effective HRM in organizations. [14]
- Q.2** What are the advantages of adopting competency approach to career development of employees? [14]
- Q.3** Explain any two techniques of appraisal of employees used by organizations, at present. [14]
- Q.4** The dynamic environment around business poses challenges for development of effective career development system. Explain. [14]
- Q.5** Write short notes on **ANY TWO** of the following: [14]
- a) Fast Tracking
  - b) Succession planning and career development
  - c) Challenges in training for career development of employees

**SECTION – II**

- Q.6** Develop a suitable career development plan to overcome career plateauing of middle level managers working in the production department of a manufacturing company [14]
- Q.7** What are the competencies that you will look out for in HR personnel, handling training and development function in an organization? [14]
- Q.8** Develop a training programme on competency management for team leaders handling back office operations staff of a Bank. [14]

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