

S.D.E.

M.B.A. SEM-IV (2013 COURSE) : WINTER - 2017
SUBJECT : ELECTIVE – VIII : MANAGERIAL COMPETENCIES & CAREER
DEVELOPMENT (HUMAN RESOURCE MANAGEMENT)

Day : **Saturday**

Date : **30/12/2017**

W-2017-4250

Time : **02.00 PM TO 05.00 PM**

Max. Marks : 70

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** Discuss in brief the significance of competency mapping for effective Human Resource Management. [14]
- Q.2** Elucidate the role of competency identification in career development. [14]
- Q.3** What are career anchors? Explain their importance and role in career development. [14]
- Q.4** ‘An effective career management system needs an effective competency appraisal system’. Explain. [14]
- Q.5** Write short notes on **ANY TWO** of the following: [14]
- a) Fast tracking
 - b) Succession planning
 - c) Dual laddering

SECTION – II

- Q.6** Identify competencies needed for HR staff of a FMCG company who will be handling recruitment and selection function of the organization. [14]
- Q.7** In view of ever changing environment for IT industry explain as to how will you ensure that managerial cadre personnel are equipped with recent developments in IT sphere. [14]
- Q.8** Prepare a career development plan for two MBA candidates who have successfully completed a year’s training in your organization. [14]

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