

MASTER OF BUSINESS ADMINISTRATION (CBCS - 2020 COURSE)
M.B.A Sem-IV :SUMMER- 2022
SUBJECT : COMPETENCY MAPPING & PERFORMANCE MANAGEMENT

Day : Tuesday

Date : 14-06-2022

S-22823-2022

Time : 02:00 PM-04:00 PM

Max. Marks : 50

N.B.

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

SECTION – I

- Q.1** Explain the meaning and significance of managerial competencies for effective work performance. (10)
- Q.2** Discuss the role of competency identification and mapping in developing managerial performance. (10)
- Q.3** Explain in detail the role of competency mapping in career development. (10)
- Q.4** What are the issues and challenges in performance management. (10)
- Q.5** Write short note on **ANY TWO**: (10)
- a) Job fit theory
 - b) Ethics in performance management
 - c) Documentation in performance management

SECTION – II

- Q.6** You are appointed as the HR head in a newly started banking organisation, design a training programme for developing managerial competencies for improving future performance and development of management. (10)
- Q.7** Your organisation is facing problems of poor performance of managerial staff due to their incompetency. Design a competency-based performance appraisal system to measure their competency and thereby suggest ways for improvement. (10)
- Q.8** As a HR expert prepare a detailed note on linkages of performance management to other HR processes and how to improve these processes with effective performance appraisal system. (10)

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