

MASTER OF BUSINESS ADMINISTRATION (HUMAN RESOURCE) (CBCS - 2020 COURSE)

M.B.A. (HR) Sem-IV :SUMMER- 2022

SUBJECT : PAPER - IV : COMPETENCY MAPPING & PERFORMANCE

MANAGEMENT

Day : Tuesday

Time : 02:00 PM-04:00 PM

Date : 14-06-2022

S-22885-2022

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.
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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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