

Important Question's

205 HRM: Competency Based Human Resource Management System

Unit I- Performance Management System			
Sr.no	Question Type	Question	Marks
1	REMEMBERING	Define performance management system	2
2		What are the objectives of PMS?	2
3		What are the components of PMS?	2
4		Which are the steps in performance cycle?	2
5		Why performance gap analysis required in PMS?	2
6		What are the levels of training need identification?	2
7		How organizational analysis is done for training need identification	2
8		Role of task analysis in training need identification.	2
9		What are the tools of individual analysis in training need identification?	2
10		What's the difference between skills, knowledge and attributes?	2
11	REMEMBERING	Define performance planning?	2
12		What is performance coaching?	2
13		Define job specification.	2
14		Define training specification.	2
1		Summarize scope of performance management system.	5

2	UNDERSTANDING	Illustrate importance of performance management system	5
3		Explain how individual goal linked with organizational goal in performance management system.	5
4		Explain importance of raining need identification in PMS	5
5		How to choose appropriate training model in PMS.	5
6		Explain importance of organizational feedback.	5
7		Illustrate in detail counseling for better performance concept.	5
8		What are the steps of performance counseling process.	5
9		Summarize history of Competency.	5
10		How to implement competency model	5
11		Differentiate performance Vs competency	5
12		Differentiate between competency Vs competence	5
13		How are the competencies used?	5
14		Explain in detail performance planning step in performance management system.	5
1		ANALYSE	Differentiate between Performance appraisal Vs PMS
2	APPLY	Explain in detail performance coaching step in performance management system	10
3	APPLY	Explain steps of organizational feedback.	10
4	CREATE	Design effective feedback mechanism for organization	10

		under Performance management system	
5	APPLY	Sketch the constituents of performance coaching and describe in detail.	10
6	APPLY	Explain in detail process of performance counseling.	10
UNIT II- INTRODUCTION TO COMPETENCY			
1	REMEMBERING	Define is competency.	2
2		Which are the components of competency?	2
3		What is competence?	2
4		What are the types of competency	2
5		Define organizational feedback.	2
6		What are the objectives of counseling for better performance?	2
7		List out the categories of competencies.	2
1	UNDERSTANDING	Explain in detail various categories of competencies	5
2		Explain need for Competency framework	5
3		Why do organizations need competency frameworks?	5
4		Summarize Learning from Competency Framework.	5
5		How can you define the set of practices needed for effective performance?	5
6		Illustrate myths of competency.	5
1	EVALUATE	Elaborate History of Competency.	10
2	APPLY	Explain in detail types of competency	10

3	EVALUATE	Describe in detail need of building competency framework.	10
UNIT III- COMPETENCY DEVELOPMENT & ITS MODELS			
1	REMEMBERING	Define competency development model.	2
2		List out roles of the professional.	2
3		Mention any five critical competencies in advisor role.	2
4		Write any two validation approaches of competency model.	2
5		List out any four applications of competency mapping.	2
6		What are the limitations from Competency Framework?	2
7		What are the needs of competency development?	2
8		What are the stages in competency developing model?	2
9		Which are the types of competency model?	2
10		Define competency based performance effectiveness.	2
11		What are the needs of competency development?	2
12		Define competency based performance effectiveness.	2
1	UNDERSTANDING	Illustrate uses of competency modeling.	5
2		Explain benefits of valid competency model.	5
3		Illustrate human resource areas and respective role of competency modeling.	5
4		Differentiate between core vs. generic competency	5

		model.	
5		Differentiate between managerial vs leadership competency model.	5
1	APPLY	Explain SHRM competency model.	10
2	APPLY	Sketch the diagram and elaborate - impact of three level competencies on business result.	10
3	APPLY	Explain recent trends in competency modeling.	10
4	EVALUATE	Demonstrate Lancaster Model of Competency.	10
5	APPLY	Explain about development of Personnel Competency Framework.	10
6	APPLY	Explain SHRM competency model.	10
7	APPLY	Sketch the diagram and elaborate - impact of three level competencies on business result.	10
UNIT IV-COMPETENCY MAPPING			
1	REMEMBERING	Define competency mapping.	2
2		Mention applications of competency mapping.	2
3		What are the tools of data collection of competency mapping?	2
4		What are the tools of data analysis of competency mapping?	2
5		Define competency based performance effectiveness	2
1		Illustrate how to map future jobs and single incumbent	5

		jobs in competency mapping.	
2	UNDERSTANDING	Describe Mapping Competency for Recruitment and Selection.	5
3		Summarize mapping competency for Training and Development.	5
4		Illustrate mapping competency Performance and Compensation.	5
5		Illustrate how to map future jobs and single incumbent jobs in competency mapping.	5
1		APPLY	Explain in detail competency mapping procedure.
2	EVALUATE	Describe tools for data collection of competency mapping.	10
3	CREATE	Develop competency mapping for HR department.	10
UNIT V-COMPETENCY DRIVEN CAREER AND CULTURE			
1	REMEMBERING	Define transactional competency.	2
2		Define transformational competency	2
3		Define role of Competency in Career Progression	2
1	UNDERSTANDING	Explain role of competency in career progression.	5
2		Differentiate between tradition competency and transformational competency.	5
3		Explain corporate competency driven culture.	5
4		Explain Competency based Succession planning.	5

5		Explain Competency based Career planning	5
1	ANALYSE	Explain evaluation of career through knowledge, skill, attitude areas.	10
2	EVALUATE	Explain competency based succession and career planning.	10
3	EVALUATE	Describe Corporate Competency driven Culture	10

