



ADMISSION NUMBER

School of Business

**Integrated Bachelor of Business Administration - Master of Business Administration
Semester End Examination - Aug 2024**

**Duration : 180 Minutes
Max Marks : 100**

Sem IX - MBHR6013 - Competency Mapping and Assessment

General Instructions

Answer to the specific question asked

Draw neat, labelled diagrams wherever necessary

Approved data hand books are allowed subject to verification by the Invigilator

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| 1) | Discuss the contemporary issues in competency-based HRM. | K1(2) |
| 2) | Explain critical incident method used for competency identification. | K2(4) |
| 3) | Compare generic competencies with specific competencies and discuss when each is more appropriate to use in competency mapping. | K2(6) |
| 4) | As a project manager, you notice that one of your team members consistently struggles with time management, leading to missed deadlines. How would you apply the concept and conduct a competency assessment to address this issue? | K3(9) |
| 5) | As an HR professional, how would you develop a personal competency framework tailored to your career goals and aspirations? | K3(9) |
| 6) | Deduct how identifying and nurturing core competencies can lead to increased organizational effectiveness and innovation. | K5(10) |
| 7) | Your manager asked you to prepare competency profiling for each role in the organization. You got instruction to use generic and specific competency model for the model. You need to first discuss the features of the same model. Analyze it. | K4(12) |
| 8) | "Intelligence is not the best predictor of job performance". Deduct with the help of technical and behavioural based competency model. | K5(15) |
| 9) | Your organization is implementing a competency-based approach to leadership development. As the HR manager, how would you assess the leadership competencies of potential candidates for managerial roles? | K5(15) |
| 10) | ABC Pharmaceuticals, a global leader in the pharmaceutical industry, faced challenges in ensuring that its workforce possessed the necessary skills to stay competitive in a rapidly evolving market. To address this, the HR department implemented a competency mapping assessment tool. The tool included a combination of self-assessment surveys and behavioral-based interviews to evaluate employees' proficiency in critical competencies such as research, innovation, and regulatory compliance. The assessment also | K6(18) |

involved peer evaluations to gather 360-degree feedback. Based on the assessment results, individual development plans were created to target skill gaps, and employees were given access to customized training programs. The competency mapping initiative not only enhanced the organization's overall capabilities but also fostered a culture of continuous learning and development, leading to increased employee satisfaction and improved business performance.

Questions:

1. Discuss how did ABC Pharmaceuticals use competency mapping assessment tools to identify critical competencies required in the pharmaceutical industry?
2. Discuss how did the combination of self-assessment surveys, behavioral-based interviews, and peer evaluations contribute to a comprehensive competency evaluation?
3. Elaborate what impact did the competency mapping initiative have on employee development and job satisfaction at ABC Pharmaceuticals?
4. Discuss how were the individual development plans tailored to address specific competency gaps identified through the assessment process?