21COM3C12L

M.Com. III Semester Degree Examination, April/May - 2023
COMMERCE
Competency Based Human Resource Management
(CBCS)

Time : 3 Hours   Maximum Marks : 70

Note :   (i)   *Answer any **Five** of the following questions with question no. **1 (Q.1) Compulsory**.*

       (ii)   *Each question carries **Fourteen** marks.*

1. Define Performance Management System. Discuss how individual goals are linked with organizational goals in detail.   **14**

2. What is competency ? Explain the different types of human resource competency.   **14**

3. Discuss various competency models and suggest suitable competency model for a company to measure performance level of employees.   **14**

4. Explain the various applications of competency mapping.   **14**

5. What is the role of competency in career progression ? Explain in detail.   **14**

6. (a) Differentiate between competence and competency.   **7**
   (b) Explain the importance of competency development.   **7**

7. (a) How do you map competency in selection of employees ? Explain.   **7**
   (b) Define Transformational Competency. Explain its process.   **7**

8. (a) Explain the factors influencing succession competency.   **5**
   (b) Discuss the Lancaster model of competency.   **5**
   (c) Explain the various key performance indicators of employees.   **4**

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