



M.Com. III Semester Degree Examination, April/May - 2024

COMMERCE

Competency Based Human Resource Management

(NEP)

Time : 3 Hours

Maximum Marks : 70

Note : (i) Answer **any five** of the following questions with question No. **1** is **Compulsory**.
(ii) Each question carries **fourteen** marks.

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1. What is Performance Management System ? Explain its scope and importance. **14**
 2. Define Competency. Discuss need and limitations for competency framework. **14**
 3. What is Competency Development ? Explain the relevance for Lancaster Model of Competency. **14**
 4. What is competency mapping ? Explain procedures of competency mapping ? **14**
 5. Define competency based succession and career planning. Discuss The Corporate Competency Driven Culture in the present scenario. **14**
 6. (a) Explain the differences between Performance and Competency. **7**
(b) Explain how to develop the Competency of the employees. **7**
 7. Narrate the key indicators to analyse the performance of employees. **14**
 8. Write a note on-
 - (a) Job Specification **5**
 - (b) KRA **5**
 - (c) Traditional Competency **4**

