

Program: PGDM & MMS (HR Batch2018-20), Trimester IV, End Term Exam paper, Subject: Competency Management

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Program: PGDM (HR) & MMS (HR) (Batch2018-20) Trimester-IV
Subject: Competency Management
(End Term Examination)

Maximum Marks: 50

Date: 16th September 2019

Duration: 3 hours

Instructions

1. Attempt all Questions

QUESTION 1 any two (15 Marks)

1. As a head of the HR function in your organization you are convinced that Competency Assessment and Development of Key talent based on Individual Development Plan is the way forward. Build a rationale for adopting Competency Assessment for developing the talent of your organization to take on leadership roles. Prepare a suitable proposal for approval in the Board meeting the senior leadership. Enumerate the varied use of Assessment Center data in varied HR functions and organizational process.

QUESTION 2 (10 Marks)

You are a Lead Consultant for the conduct of Assessment Centers. You have been tasked to put a team of assessors in place to lead this initiative. Identify competencies needed for being an assessor for an Assessment Center and Development center. For any one competency, write a list of behavioral descriptors to explain the different proficiency levels

QUESTION 3 any three (30 Marks)

Write short notes on any three of the following:

1. Importance of Assessor Training in an Assessment Center.
2. ORCE
3. Enumerate the errors in the conduct of Assessment Centers.
4. Enumerate the use of different methods used in an assessment center.

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