K. J. Somaiya Institute of Management Studies & Research
Program P G Executive Batch 2017-18 Semester 11
Competency and Performance Management

Maximum Marks: 50   Duration: 3 hours   Date: 26   March 2018

Instructions:

- **Answer any 5**
- **Each Question carries 10 marks**
- **Answers should be precise and may not exceed more than 4 pages for any question**

1. You management is considering some form of PMS from April this year.It has requested you , as the HR Head, to make a report bringing out the characteristics and its effectivenss for Business   and action plan to deploy an E - based system. Also evaluate whether Bell curve should be deployed or not .

2. Explain how performance and competencies can be integrated in to the PMS , What are the challenges and difficulties in a Competency based Performance Management System

3. Explain how Competency Model and Assessment centres are linked . Suggest how would you plan an assessment centre for a **Manage**r and the process of deployment and outcomes

4. In the same assessment centre the assessors are to evauate the Managerial competency of relating to developing others and team leadership .Based on your understanding of the Compentecy chart please state the scales for measuring these **2 competencies**

5. Performance Appraisal   is an essential part of a PMS, Why ? Please list the process which can be considered a benchmark for conducting effective performance Appraisal.

6. In the yearly review of your business , The Top mamangemetn expresses a concern that with the growth envisaged over the next few years , the Company may face a challenge of havng right people in various key positions in Operations and Finance and therefore ask you to make a proposal for providing a opportunity to internal talent . How would you go about identifying this and ensuring the right competencies are in place.You may make whatever realistic assumptions you deem fit.