Subject	Competency & Performance Management System		
Roll No.		Marks	60 Marks
Total No. of Questions	7	Duration	3 Hours
Total No. of printed pages	1	Date	28.12.2017

Note: Q1 is compulsory and solve any FOUR from the remaining SIX questions.

Q 1) Create a competency mapping for a departmental store which is into (**20 marks)**
 Fashion Merchandizing.
   a) Create a structure
   b) List the competencies
   c) Map the competencies

Q 2) *"All organizations are perfectly designed to get the results they are now getting. If we want different results, we must change the way we do things."*
Comment on the above statement with respect to determinants of performance.

Q 3) Design a reward system for an organization that is into Advertising and PR and has employee strength of 50 employees.

Q 4) How have the roles of HR been evolved over the time. Explain at least 1 role with respect to HR model of competency.

Q 5) What are your short term goals. Explain the same by linking it with Goal based competency model.

Q 6) Why is it said that "*People rarely remember what they are told, what they remember usually wrong."* Comment on the same with respect to performance appraisal.

Q 7) What are the characteristics of an ideal performance management system?