

Competency & Performance Management

CPM 03

Roll No.

Total No. of Printed Pages: 01

Total No. of questions: 06

Maximum Marks: 60

Duration (hrs): 3 hrs

Section, if any:

Note: Read the instructions properly
Attempt any 5 questions
Each question carries equal marks (12 marks).

- Q1. What are the objectives of Performance Management System? Discuss the various issues involved in Performance Management System.
- Q2. Please define competency mapping, types of competencies and explain its various levels.
- Q3. Please explain assessment centre, BEI and BDI, feedback and its mechanism.
- Q4. Design 3 level competency dictionaries for various HR Position of an Organization.
- Q5. Discuss how competency mapping can be linked to the various HR process/ Initiatives to achieve organization's objectives and goals.
- Q6. Write short notes on (Any 2) –
- Comparison between Assessment Centre & Development Centre.
 - 360 degree appraisal system
 - Behavioral and technical competencies.
 - Handling poor performance by way of effective mechanism of feedback and appraisal counseling.