CPM 03

Competency & Performance Management

Roll No.   **Total No. of Printed Pages: 1**

Total No. of Questions :8   **Maximum Marks : 60**

Duration (hrs.) : 3 Hours

Note : Q1 Compulsory

Q1) Define competency mapping & Framework. Briefly discuss the concept of Competency mapping importance in selection process   – 20 Marks (Compulsory)

Attempt Any four from the Remaining Six Questions

Q2) Any two from (a) or (b) or (c) ----------- (5x2) = 10 Marks
(a) Explain Advantages & Disadvantages of PMS in Organization? (5 Marks)
(b) Explain in short various methods of performance appraisal (5 Marks)
(c) Explain difference between Traditional PMS & Modern PMS (5 Marks)

Q3) Any two from (a) or (b) or (c) ----------- (5x2) = 10 Marks
(a) What is the difference between Job Description & Specification (5 Marks)
(b) Explain Benefits of Using Competency Mapping in organization (5 Marks)
(c) Explain Job Analysis & Evaluation (5 Marks)

Q4) Any two from (a) or (b) or (c) ----------- (5x2) = 10 Marks
 (a) Explain in short- Assessment Centre – BEI (5 Marks)
 (b) Explain in short - Components of Competency(5 Marks)
 (c) Explain in short - Job Analysis (5 Marks)

Q5) Any two from (a) or (b) or (c) ----------- (5x2) = 10 Marks
(a) Explain the methods used in competency mapping (5 Marks)
(b) Explain any Competency Model (5 Marks)
(c) Explain In- Tray Exercise (5 Marks)

Q6) Any two from (a) or (b) or (c) ----------- (5x2) = 10 Marks
(a) How performance management helps in employee career development (5 Marks)
(b) Explain Critical Incident Method use in PMS (5 Marks)
(c) Explain in Short – Graphic Rating Scale (5 Marks)

Q7) Any two from (a) or (b) or (c) ----------- (5x2) = 10 Marks
(a) Explain in short the framework of developing competency (5 Marks)
(b) What is Competency & Competency mapping (5 Marks)
(c) Explain Types of Competency Mapping (5 Marks)

ALL THE BEST