

MMS-III (HR)

CPM 03

30/10/09

Competency & Performance Management

Roll No.

Total No. of Printed Pages: 01

Total No. of Questions: 07

Maximum Marks : 60

Duration (hrs): 03

Note:

- (1) Answer any 4 out of first 6 questions.
- (2) Question number 7 is compulsory.
- (3) All questions are of 12 marks each.

- Q1. Discuss the concept and types of HR Competencies that matter most for the success of a Company's HR Department.
- Q2. "HR professionals need to develop measures that are accurate, realistic and reflective of dimensions that have real business impact". Explain.
- Q3. What are the objectives of Performance Management? Bring out the issues involved in Performance Management.
- Q4. "Wipro" is in need of HR Professionals to re-design its HR strategy. Prepare an advertisement calling HR Experts to apply for the coveted position, giving details of Job Description and Competencies expected, so as to attract the best talent.
- Q5. Describe the methods and techniques of Performance Appraisal adopted in Companies with good HR practices.
- Q6. Give the significance of Performance feedback and Counseling in the career development of Human Resources.
- Q7. Write short notes on (any two):
 - (a) Competency Framework
 - (b) BEI
 - (c) Handling Poor Performers
 - (d) PMS.