

**VPM's**  
**DR VN BRIMS, Thane**  
**Programme: MMS (2014-16)**  
**Third Semester (HR) Examination October 2015**

<b>Subject</b>	<b>Competency Based HRM</b>		
<b>Roll No.</b>		<b>Marks</b>	<b>60 Marks</b>
<b>Total No. of Questions</b>	<b>7</b>	<b>Duration</b>	<b>3 Hours</b>
<b>Total No. of printed pages</b>	<b>2</b>	<b>Date</b>	<b>27.10.2015</b>

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

**Q1) 20 Marks (Compulsory)**

**UK to pump in 50 million pounds for skilling projects in India over 5 years**

The United Kingdom government is investing nearly 50 million pounds over five years towards skilling initiatives in India. It will also launch the third phase of the UK India Education and Research Initiative next year with the support of the British Council.

The skilling initiatives will cover government departments like science and technology, human resource development, the foreign and Commonwealth office and more. In addition, the British Council is aligning itself with Digital India as well as the Skill India Mission.

The UK is working towards developing new programmes around faculty, exchanges, programmes keeping leadership in mind, said Rob Lynes, the British Council's India director. Prime Minister Narendra Modi's Make in India and Skill India have opened up opportunities for further collaborations, he added.

The Council has worked with 12 state governments to train over 1 lakh master trainers to in turn train teachers across India over the past six years.

This year, over 4,000 students applied for the Generation UK programme to India which extends to graduate-level students as well. This includes a cultural immersion programme. "India will be one of the top countries to shape the 21st century. Young people are showing greater interest in India," said Lynes.

The Council recently concluded a digital immersion programme in line with Digital India where over 50 entrepreneurs from the UK came to India with ideas to interact with digital entrepreneurs in India.

It is also in talks with Tata Group to have short-term internship programmes for students to India because it is one of the leading employers in the UK.

As the UK develops the growing interest in India, there will be more opportunities for collaborations, he said, adding, "We are looking for long term partnerships with India."

Lynes is confident the UK will continue to attract students from India. "We have four of the top six universities in the world and 65% of India's population is 35 or under. Currently, over 21,000 Indians study in the UK over a range of courses," he said.

**A. Questions:**

**(5x2) = 10 Marks**

- a. Why do you think UK is investing for skilling projects in India?
- b. What kind of skills is PM Modi trying to develop in India through the 'Skill India' initiative?

**B. Develop a KSA model for an HR Executive.**

**10 marks**

**Attempt Any FOUR from the Remaining SIX Questions**

**Q2) Any two from (a) or (b) or (c) ————— (5x2) = 10 Marks**

- a) How can you validate identified competencies?
- b) Elaborate on the importance of competency.
- c) Differentiate between Assessment center and Development center.

**Q3) Any two from (a) or (b) or (c) ————— (5x2) = 10 Marks**

- a) Elaborate on competency management methods.
- b) Explain the commitment and competence based model.
- c) What should be the profile and skills of assessors?

**Q4) Any two from (a) or (b) or (c) ————— (5x2) = 10 Marks**

- a) Define competencies along with the KSA Framework and Iceberg Model.
- b) What is a competency cluster? Give Examples.
- c) Explain the various competency levels in detail.

**Q5) Any two from (a) or (b) or (c) ————— (5x2) = 10 Marks**

- a) Write a short note on the evolution of HR Roles.
- b) Elaborate on the tools for competency identification.
- c) Explain the managerial, behavioural and functional competency model.

**Q6) Any two from (a) or (b) or (c) ————— (5x2) = 10 Marks**

- a) Explain 'Development' and 'Performance Management' applications of competency mapping
- b) Define competency mapping. What are the 4 steps in competency mapping?
- c) Give a diagrammatic description of the linkage between organizational and people competencies.

**Q7) Any two from (a) or (b) or (c) ————— (5x2) = 10 Marks**

- a) Write short note on HR Technology.
- b) What are the challenges of a competency management system?
- c) Write a short note on BEI.