



JP – 310

**I Semester M.Com. (FA) Examination, June 2023
(CBCS) (2020 – 21 and Onwards)
COMMERCE (Financial Analysis)**

Paper – 1.6 : Competency Based Human Resource Management

Time : 3 Hours

Max. Marks : 70

SECTION – A

1. Answer **any seven** questions out of ten. **Each** question carries **two** marks. **(7×2=14)**
- a) State any two differences between competence and competency.
 - b) List out any four types of competency model.
 - c) What do you mean by Key Result Area ?
 - d) State the importance of identifying performance gap.
 - e) Define performance planning.
 - f) What is functional and technical competency ?
 - g) What is good performance coaching ?
 - h) What is the need for competency development ?
 - i) List out the objectives of competency mapping.
 - j) What are the limitations of competency framework ?

SECTION – B

- Answer **any four** questions out of six. **Each** question carries **five** marks. **(4×5=20)**
2. Briefly explain how to choose appropriate training model.
 3. State any five myth about competency.
 4. Evaluate the role of competency in career progression.
 5. Explain the relationship between competency and career planning.
 6. What are the different steps in performance counselling ?
 7. How do you develop competency framework for an organization ?

P.T.O.



SECTION – C

Answer **any two** questions out of four. **Each** question carries **twelve** marks. (2×12=24)

8. What is Competency Development ? Explain various stages in developing Competency Model.
9. What is KSA in Career Development ? Explain the need for KSA in HR with suitable example.
10. Define Competency Mapping. How competency mapping help a manager in taking decision related to performance and compensation ? Explain.
11. Why is it important to set individual goals ? How are personal goals linked to organizational goals ? Explain.

SECTION – D

Compulsory skill based question on subject.

(1×12=12)

12. Describe a situation in which you use your professional competency to maintain a good relationship with the team you lead. Justify your answer with the essentials of professional competency.
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