

MASTER OF BUSINESS ADMINISTRATION
(MBAEV)

Term-End Examination

June, 2013

MCNE-052 : COMPETENCY MAPPING AND
ASSESSMENT

Time : 3 hours

Maximum Marks : 100

Note : Answer any five questions. All questions carry equal marks.

1. Explain in detail the three components of competency namely (a) observable performances; (b) the standard or the quality of the outcome of the person's performance and (c) the underlying attributes of a person. 20
2. Discuss Thomas Durand's model of competency and explain its importance. 20
3. What are the HR practices involved in competency mapping? 20
4. "Leadership competency is based on leader follower exchange, leader's position power and the task structure". Explain the statement. 20

5. How to identify the generic, managerial and technical/functional categories of competency and integrate them into a common competency model ? 20
6. What is 360° feed-back ? Explain its importance in competency building. 20
7. What is competency profiling ? What is its importance and how is it done ? 20
8. Write short notes on *any two* of the following : 20
- (a) 360° leadership
 - (b) Structural Role Congruence
 - (c) Core Competence
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