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End Semester Examination, December 2024
MBA IBM / DM – 3rd Semester
COMPETENCY DEVELOPMENT (MCSP702)

Time: 2.5 hrs.

Max Marks: **50**

Note: **All Questions are compulsory. Marks are indicated against each question.**

PART-A

Q.1 Attempt any **five** questions.

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|--|--------------|
| (a) Define competency-based training and its importance in development. | [CO-3] [L-2] |
| (b) Outline the role of feedback in competency-based performance management. | [CO-4] [L-2] |
| (c) Describe how competencies are identified in talent management. | [CO-1] [L-2] |
| (d) Mention two key competencies that enhance team collaboration. | [CO-2] [L-2] |
| (e) List the steps involved in creating a competency-based succession plan. | [CO-4] [L-2] |
| (f) Explain the purpose of competency-based recruitment in hiring processes. | [CO-3] [L-2] |
| (g) Identify the benefits of career and succession planning for an organization. | [CO-4] [L-2] |

2x5

PART-B

Q.2 Analyze the importance of assessing organizational needs before implementing a talent management system.

[CO-1] [L-4] **10**

OR

Describe succession planning and its impact on organizational stability.

[CO-1] [L-4] **10**

Q.3 Analyze the importance of continuous feedback in competency-based performance management.

[CO-4] [L-4] **10**

OR

Discuss the role of rewards and recognition in motivating high-performance within competency-based performance management.

[CO-4] [L-4] **10**

Q.4 Evaluate the impact of continuous improvement in competency-based training on organizational growth.

[CO-3] [L-4] **10**

OR

Explain the impact of regulatory compliance on competency-based training programs.

[CO-3] [L-4] **10**

Q.5 Describe how competency mapping aligns with organizational goals and provides examples from IT industries

[CO-2] [L-5] **10**

OR

Evaluate the effectiveness of different competency assessment methods, in identifying skill gaps and supporting employee development within an organization."

[CO-2] [L-5] **10**