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SARDAR PATEL UNIVERSITY

MSW (HR) IV Semester External Examination- 2018

Subject: - Competency Mapping & Career Development Subject Code- PA04ESHR14

Date: - 09/04/2018

Time: - 02:00pm-05:00pm

Total Marks: - 70

Q.1 Choose correct answers from given below (10)

1. Functional aspect of Competency includes

- A) Technical Role requirements B) Universal Soft skills
C) Both D) None

2. Gathering fact is the _____ step of Assessment Centre

- A) First B) Second C) Third D) Fourth

3. In _____ approach the individual is asked to respond to following questions relating to what happened when he/she was carrying out an activity.

- A) Unstructured approach B) Content Analysis
C) Moderate structured approach D) Social action

4. Full name of CMQ is _____

- A) Competency Mapping Questions B) Common Metric Questionnaire
C) Common Manageable Questions D) None of these

5. Position Analysis Questionnaire contains of _____

- A) Information input B) Mental processes C) Work output D) All of them

6. 'Theories of Personality' book is written by _____

- A) John W. B) Calvin S. C) Robert N. D) Edward L.

7. Capability of an organization which helps it gaining competitive advantage over its competitors is classified as

- A) Managerial Competency B) Core Competency
C) Organizational Competency D) Workforce Speciality

8. Measurement of work results in comparison of materials or resources used by company is classified as

- A) Cost effectivity B) Cost competency C) Profitability D) Productivity

9. _____ is the characteristic of Competencies.

- A) Motive B) Traits C) Self Concept D) All of them

10. _____ is the ability to perform certain mental or physical tasks.

- A) Knowledge B) Traits C) Skill D) Motives

C.P.T.O.)

Q.2 Discuss reasons for popularity of Competency.

(15)

OR

Q.2 Explain the steps in developing Competency Model.

Q.3 Define Competency Development & explain the process of career planning. (15)

OR

Q.3 Elaborate the methods used by employer to enhance employee career.

Q.4 Discuss the various Competency Models and its applicability in organizations. (15)

OR

Q.4 Write a detailed note on 'Methods of Competency Development'.

Q.5 Write Short Notes (Any Two)

(15)

1. History of Competency
 2. Leadership Competencies
 3. Mentoring for Employee Development
 4. Operant & Respondent Traits of Competency
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