

# Unit 10 - Week 8

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## Assignment 8

The due date for submitting this assignment has passed. **Due on 2019-09-25, 23:59 IST.**  
As per our records you have not submitted this assignment.

- Which of the following is called as the process of identifying the knowledge, skills, abilities, attitudes, and judgment required for effective performance in a particular occupation or profession? 1 point
  - Competency mapping
  - Competency profiling
  - Competency building
  - Competency management

a  
 b  
 c  
 d

No, the answer is incorrect.  
Score: 0  
Accepted Answers: b
- Which of the following describe the different aspects of competent behavior in an occupation against competency dimensions such as strategic capability, resource management and quality? 1 point
  - Competency Maps
  - Competency Profiling
  - Competency Frameworks
  - Competency Analysis

a  
 b  
 c  
 d

No, the answer is incorrect.  
Score: 0  
Accepted Answers: a
- According to the competency management framework, organization strategy increases organization competencies to 1 point
  - Achieve business targets and employee satisfaction
  - Achieve individual development
  - Team development and synergy
  - Maintain shareholder interest and market position

a  
 b  
 c  
 d

No, the answer is incorrect.  
Score: 0  
Accepted Answers: d
- Which of the following is related to leadership, communication, and conflict management, interpersonal skills, project orientation, and self-managed teams? 1 point
  - Role strategy
  - Organization strategy
  - Teamwork strategy
  - Business strategy

a  
 b  
 c  
 d

No, the answer is incorrect.  
Score: 0  
Accepted Answers: c
- In which of the following functions, creating a multi-rater feedback instrument to assess employee needs for competency development is essential? 1 point
  - Selection
  - Training and development
  - Performance management
  - Succession planning

a  
 b  
 c  
 d

No, the answer is incorrect.  
Score: 0  
Accepted Answers: b
- Which of the following helps in the process of competency mapping? 1 point
  - Job analysis
  - Job description
  - Job evaluation
  - Both a and b

a  
 b  
 c  
 d

No, the answer is incorrect.  
Score: 0  
Accepted Answers: d
- Which of the following competencies are considered essential for all employees regardless of their function or level? 1 point
  - Managerial competencies
  - Technical competencies
  - Generic competencies
  - Role based competencies

a  
 b  
 c  
 d

No, the answer is incorrect.  
Score: 0  
Accepted Answers: c
- Which of the following approach of competency mapping uses structured interviews with superior performers which involve in-depth probing of a large number of events and experiences? 1 point
  - Assessment center
  - Critical incident method
  - 360 degree feedback
  - Job analysis

a  
 b  
 c  
 d

No, the answer is incorrect.  
Score: 0  
Accepted Answers: b
- Which of the following methods involves a collection of perceptions about an individual's behavior and its impact on bosses, colleagues, subordinates as well as internal and external customers? 1 point
  - Assessment center
  - Critical incident method
  - 360 degree feedback
  - Job analysis

a  
 b  
 c  
 d

No, the answer is incorrect.  
Score: 0  
Accepted Answers: c
- Which one of the following methods of data collection is a structured process to get the participants to think systematically about the job, skills and personal characteristics needed for success? 1 point
  - Focus groups
  - Critical incident interview
  - Literature review
  - Resource experts panel

a  
 b  
 c  
 d

No, the answer is incorrect.  
Score: 0  
Accepted Answers: d
- Which of the following methods requires a facilitator to work with a small group of job incumbents, their managers, supervisees, clients, or others to define the job content or to identify the competencies they believe are essential for performance? 1 point
  - Generic competency dictionaries
  - Focus groups
  - Critical incident interview
  - Literature review

a  
 b  
 c  
 d

No, the answer is incorrect.  
Score: 0  
Accepted Answers: b
- In which of the following types of interviews, carefully planned questions are asked individually of job incumbents, their managers, or others familiar with the job? 1 point
  - Critical event interview
  - Structured interviews
  - Behavioural event interviews
  - Benchmarking interviews

a  
 b  
 c  
 d

No, the answer is incorrect.  
Score: 0  
Accepted Answers: b
- Which of the following data collection method for competency mapping includes interviews of top performers along with low and average performers? 1 point
  - Critical event interview
  - Structured interviews
  - Behavioral event interviews
  - Benchmarking interviews

a  
 b  
 c  
 d

No, the answer is incorrect.  
Score: 0  
Accepted Answers: c
- Which of the following competency relates to the ability to find out the big picture, draw global or local trends, build scenarios, and put together small pictures to make the big picture? 1 point
  - leadership
  - culture
  - strategic thinking
  - creativity

a  
 b  
 c  
 d

No, the answer is incorrect.  
Score: 0  
Accepted Answers: c
- Who among the following talked about the concept of competency measurement for the first time? 1 point
  - Elton Mayo
  - David McClelland
  - Victor Vroom
  - Douglas Brey

a  
 b  
 c  
 d

No, the answer is incorrect.  
Score: 0  
Accepted Answers: b