205- Competency Based Human Resource Management

1. What is the scope of Performance Management System (PMS)?

A. Individual Goal Setting

B. Organization Goal Setting

C. Job Specification

D. Training Needs Identification

Answer: A. Individual Goal Setting

2. How is individual goal setting linked to organization goals in the Performance Management System?

A. Through Training

B. Through Performance Coaching

C. Through Feedback Mechanism

D. Through Counseling

Answer: B. through Performance Coaching

3. What is the primary purpose of Performance Coaching in PMS?

A. Setting Organization Goals

B. Identifying Training Needs

C. Enhancing Performance

D. Job Specification

Answer: C Enhancing Performance

4. In the context of PMS, what does "Identification of Training Needs" involve?

A. Setting Goals

B. Defining Scope

C. Job Specification

D. Recognizing areas for improvement

Answer: D. Recognizing areas for improvement

5. What is the feedback mechanism's role in an organization's Performance Management System?

A. Goal Setting

B. Performance Enhancement

C. Identification of Training Needs

D. Continuous Improvement

Answer: D. Continuous Improvement

6. How does an organization choose appropriate training modules in the context of PMS?

A. Through Performance Coaching

B. By Identifying Training Needs

C. Based on Job Specification

D. Through Feedback Mechanism

Answer: C. Based on Job Specification

7. What are the basic components of Competency?

A. knowledge (K), Skill (S), Attitude (A)

B. Planning, Execution, Evaluation

C. Training, Development, Performance

D. Goal Setting, Coaching, Feedback

Answer: A. knowledge (K), Skill (S), Attitude (A)

8. How is Competency different from Performance?

A. Competency includes Knowledge, Skill, and Attitude

B. Competency focuses on individual goals

C. Performance includes Competency, Goals, and Coaching

D. Performance measures only Knowledge and Skill

Answer: A. Competency includes Knowledge, Skill, Attitude

9. What is the difference between Generic and Key Competency?

A. Generic is individual-based, Key is organization-based

B. Generic is organization-based, Key is individual-based

C. Generic is skill-focused, Key is attitude-focused

D. Generic is attitude-focused, Key is skill-focused

Answer: A. Generic is individual-based, Key is organization-based

10. Why is there a need for Competency Framework?

A. to define Performance Goals

B. To enhance Performance Coaching

C. To identify Training Needs

D. To standardize expected behaviors and skills

Answer: D. To standardize expected behaviors and skills

11. What is a common myth about Competency?

A. Competency is irrelevant for job performance

B. Competency is solely focused on knowledge

C. Competency is static and unchangeable

D. Competency does not influence organizational culture

Answer: C. Competency is static and unchangeable

12. Why is Competency Development important?

A. To set Performance Goals

B. To identify Training Needs

C. To standardize job roles

D. To enhance Performance Coaching

Answer: B. To identify Training Needs

13. What are the stages in developing a Competency Model?

A. Planning, Execution, Evaluation

B. Identification, Development, Implementation

C. Knowledge, Skill, Attitude

D. Core/Generic, Job Specific, Managerial/Leadership

Answer: B. Identification, Development, Implementation

14. What types of Competency Models exist?

A. Performance and Training

B. Core/Generic, Job Specific, Managerial/Leadership

C. Planning and Execution

D. Individual and Organizational

Answer: B. Core/Generic, Job Specific, Managerial/Leadership

15. What are the steps in Competency Mapping?

A. Setting goals and standards, creating an action plan, defining competency

B. Identifying Training Needs, Job Specification, Feedback Mechanism

C. Planning, Execution, Evaluation

D. Knowledge, Skill, Attitude

Answer: A. Setting goals and standards, creating an action plan, defining competency

16. How is Competency Mapping used in HR decisions?

A. Setting Performance Goals

B. Identifying Training Needs

C. Recruitment and Selection, Training and Development, Performance and Compensation

D. Job Specification

Answer: C. Recruitment and Selection, Training and Development, Performance and Compensation

17. What is the role of Key Result Area (KRA) and Key Performance Indicators (KPI) in Competency Mapping?

A. Identifying Training Needs

B. Setting Performance Goals

C. Defining competency-based performance effectiveness

D. Feedback Mechanism

Answer: C. Defining competency-based performance effectiveness

18. What tools are used for data collection in Competency Mapping?

A. Performance Coaching

B. Job Specification

C. Surveys, Interviews, Assessment Centers

D. Training Specification

Answer: C. Surveys, Interviews, Assessment Centers

19. What is the role of Competency in Career Progression?

A. Setting Organization Goals

B. Transactional, Traditional, Transformational Competency

C. Performance Enhancement

D. Feedback Mechanism

Answer: B. Transactional, Traditional, Transformational Competency

20. How is Career evaluated through KSA Competency?

A. Key Skills Assessment

B. Knowledge, Skill, Attitude

C. Competency Mapping

D. Goal Setting

Answer: B. Knowledge, Skill, Attitude

21. What does Competency-driven Culture focus on?

A. Setting Performance Goals

B. Performance Coaching

C. Individual and Organizational Competency

D. Job Specification

Answer: C. Individual and Organizational Competency