

Panipat Institute of Engineering and Technology

DEPARTMENT OF MANAGEMENT STUDIES

Semester: 4th

Course Code. 24-MBA-406

Course Title: Competency Mapping and Assessment Centres

Sr. No.	Lecture No.	Topic to be covered	Target Outcome
1	L1	Introduction to Competency	CO1
2	L2	Competency vs. Competence, Performance vs. Competency, Skills vs. Competency	CO1
3	L3	History of Competency, Types of Competencies (I): Generic, Specific, Threshold, and Performance Competencies	CO1
4	L4	Types of Competencies (II): Differentiating and technical, managerial and human	CO1
5	L5	Competency Culture - Relevance of Competency in Modern Organizations	CO1
6	L6	Introduction to Competency Mapping	CO1
7	L7	Approaches to Competency Mapping: Functional & Behavioral	CO2
8	L8	Preparing Organizations for Competency Mapping	CO2
9	L9	Identifying Jobs/Functions for Mapping: Job Analysis and Functional Analysis	CO2
10	L10	Case Study - Competency Mapping at 'The Kolkata Glory'	CO2
11	L11	Setting Performance Effectiveness Criteria, Defining Performance Indicators	CO2
12	L12	Identification and Classification of Competencies: Listing and Arranging Competencies	CO2
13	L13	Organizing Competency Data	CO2
14	L14	Competency Mapping Process	CO2
15	L15	Phases of Competency Models: Stages and Framework of Model Development	CO2, CO5
16	L16	Classification of Competency Models	CO3
17	L17	Iceberg Model of Competency	CO3
18	L18	Implementation of Competency Models: Resistance and Recommendations for Adoption	CO3
19	L19	Competency Assessment: Introduction: Definition, Importance, and Challenges	CO3
20	L20	Prerequisites for Competency Assessment	CO3

Sr. No.	Lecture No.	Topic to be covered	Target Outcome
21	L21	Competency Assessment Process	CO3
22	L22	Competency-Based Recruitment and Selection	CO3
23	L23	Competency-Based Training and Development	CO4
24	L24	Case Study - Competency Gaps in Training: A Mapping Approach	CO4
25	L25	Competency-Based Performance Management	CO4
26	L26	Case Study - Performance Management System Rollout at BT Global Services	CO4
27	L27	Competency-Based Compensation	CO4
28	L28	Career and Succession Planning Using Competency Models: Identifying Talent Pipelines	CO4
29	L29	Case Study- A Case of Promoti on Blues	CO4
30	L30	Challenges and Advantages of Competency-Based HRM	CO4
31	L31	Introduction to Assessment Centre	CO4
32	L32	Assessment Centre vs. Development Centre	CO5
33	L33	Problems and Challenges of Assessment Centre	CO5
34	L34	Techniques Used in Assessment Centre (I)	CO5
35	L35	Techniques Used in Assessment Centre (II)	CO5
36	L36	Designing a Competency Mapping Framework	CO5
37	L37	Student Presentation	-
38	L38	Student Presentation	-
39	L-39	Student Presentation	-
40	L-40	Student Presentation	-
41	L-41	Student Presentation	-
42	L-42	Quiz	-
43	L-43	Previous Year Question Paper	-
44	L-44	Revision Class	All COs
45	L-45	Revision Class	All COs

Suggested Readings:

- Statistics for Management by Richard I. Levin & David S. Rubin
- S.P Gupta, Statistical Methods- Sultan Chand & Sons, New Delhi
- Hooda, R.P.: Statistics for Business and Economics, Macmillan, New Delhi.
- Heinz; Kohler: Statistics for Business & Economics, Harper Collins, New York.
- Heinz, LW: Quantitative Approach to Managerial Decisions, Prentice Hall, NJ.