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| Name of College: S. R. Luthra Institute of Management | | | | | | | | |
| Faculty | Management | | | Program | Master of Business Administration (M.B.A.) | | | |
| Year | II | | | Version | 1.0 | | | |
| Semester | 4 | | | Effective From | June 2024 | | | |
| Course Code | MGMB16401 | Course Name | Competency Mapping (CMP) | | | | | |
| Teaching Scheme | | | | Examination Scheme | | | | |
| Credits | Lecture (L) | Tutorial (T) | Practical (P) | ME | CE | SE | V | Total |
| 4 | 4 | 0 | 0 | 30 | 40 | 50 | --- | 120 |

Course Outcomes:

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| CO1 | Examine the formation and approaches to assess competencies |
| CO2 | Determine the generic and leadership competencies |
| CO3 | Evaluate HRM applications using competency framework |
| CO4 | Examine the role of HR in competency management system |
| CO5 | Design competency mapping exercise for various job titles |

Mapping Course Outcomes to Program Outcomes:

| | PO1 | PO2 | PO3 | PO4 | PO5 | PO6 |
|------------|------------|------------|------------|------------|------------|------------|
| CO1 | 3 | 2 | 2 | 2 | 2 | 2 |
| CO2 | 3 | 3 | 2 | 3 | 3 | 2 |
| CO3 | 2 | 2 | 2 | 2 | 2 | 2 |
| CO4 | 2 | 3 | 2 | 2 | 3 | 2 |
| CO5 | 3 | 3 | 2 | 2 | 3 | 2 |

| Sr. No | Module | Description | CO | Marks | Hours |
|--------|--------|---|---------|-------|-------|
| 1 | I | Introduction to Competency <ul style="list-style-type: none"> • What is Competency • Myths about Competency • 5 underlying human characteristics that constitute competencies | 1, 4, 5 | 14 | 10 |
| | | Formation of a Competency Framework <ul style="list-style-type: none"> • Sources of Competency Information • Position Documentation • Process Documentation • Existing Documentation • Personnel Development Resources • Behavioural Event Interview | | | |
| | | Approaches to assessing competencies <ul style="list-style-type: none"> • Broad approaches to assessing competencies • Perception based assessment of competencies | | | |
| 2 | II | Designing instrument for competency measurement <ul style="list-style-type: none"> • About Testing • Define the test • Select the Scaling Method • Constructing items • Item analysis | 3, 4, 5 | 12 | 10 |
| | | Competency based Recruitment and Selection <ul style="list-style-type: none"> • Traditional process of recruitment and selection • Competency based selection process | | | |
| | | Competency based Training and Development <ul style="list-style-type: none"> • Traditional approach to Training and Development • Competency based T&D System | | | |
| 3 | III | Competency based Performance Management <ul style="list-style-type: none"> • Trait best performance appraisal system • Behaviour based performance appraisal system • Competency based performance management system | 2, 3, 4 | 12 | 10 |
| | | Competency based Career and Succession Planning <ul style="list-style-type: none"> • Concept of Career Planning • Concept of Succession Planning • Methodology of setting up competency-based career paths and succession planning | | | |
| | | Generic Competency Dictionary <ul style="list-style-type: none"> • List of Competencies & their explanation • Rating Scale of Competencies | | | |

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| 4 | IV | Competency Model for HR <ul style="list-style-type: none"> • Human Resource Head • Human Resource Manager • Human Resource Executive | 2, 4 | 12 | 10 |
| | | Competency Model for Leadership Role in any Organization <ul style="list-style-type: none"> • Competency Clusters for General Leadership Model • Leadership Assessment Questions • Leadership Assessment Matrix | | | |
| | | Role of HR Department in setting up Competency based HRM System <ul style="list-style-type: none"> • Evaluation Phase • Implementation Phase • Post Implementation Phase | | | |

References:

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| Books: | |
| 1. | Ennis, M. R. (2008). <i>Competency models: a review of the literature and the role of the employment and training administration (ETA)</i> (pp. 1-25). Washington, DC, USA: Office of Policy Development and Research, Employment and Training Administration, US Department of Labor. |
| 2. | Kaur, J., & Kumar, V. (2013). Competency mapping: A gap Analysis. <i>International Journal of Education and Research</i> , 1(1), 1-9. |
| 3. | Pareek, U., & Rao, T. V. (2015). <i>Designing and managing human resource systems</i> . Oxford and IBH publishing. |
| 4. | Roy, A. B., & Ray, S. (2019). <i>Competency Based Human Resource Management</i> . SAGE Publications India Pvt Limited. |
| 5. | Sanghi, S. (2003). <i>The handbook of competency mapping: understanding, designing and implementing competency models in organizations</i> . Sage. |
| Newspapers / Magazines / Journals: | |
| 1. | Asian Journal of Management Case |
| 2. | International Journal of Education and Research |
| 3. | International Journal of Scientific & Engineering Research |
| 4. | People Matters |
| 5. | South Asian Journal of Human Resource Management |
| 6. | Yuvaraj, R. (2011). Competency mapping. <i>International journal of scientific & engineering research</i> , 2(8), 1-7. |