

<b>Name of Faculty</b>	<b>Dr. Sandeep Kumar</b>		
<b>Discipline</b>	<b>Department of Management Studies</b>		
<b>Semester</b>	<b>IV SEMESTER</b>		
<b>Subject</b>	<b>Competency Mapping &amp; Assessment Centers (HRM-406)</b>		
<b>Lectures Required</b>	<b>Topic (Including Assignment/Test)</b>	<b>Practical Day</b>	<b>Topic (Including Assignment/Test)</b>
1	Competency: Concept and definition of competency,	N/A	N/A
1	Characteristics of competency, Competency versus competence,	N/A	N/A
2	Performance versus competency; skills versus competency,	N/A	N/A
1	Behavior indicators, History of competency,	N/A	N/A
1	Types of competencies – generic/specific, threshold/performance,	N/A	N/A
1	Differentiating and technical, managerial and human, competency culture:	N/A	N/A
1	Context and Relevance of competencies in modern organizations	N/A	N/A
1	Competency mapping : Frame work of competency mapping,	N/A	N/A
1	Case Study:	1st	<b>Competency Mapping at Bosch</b>
1	Approaches of competency mapping ,	N/A	N/A
1	Process of competency mapping : preparing organization for competency mapping ,	N/A	N/A
1	Identifying jobs/function for competency mapping,	N/A	N/A
1	Setting performance effectiveness criteria,	N/A	N/A
1	Identification , listing, classification and arranging competencies,	N/A	N/A

1	Competency modeling : phases of competency model,	N/A	N/A
1	Classification of competency models	N/A	N/A
2	Iceberg's model of competency, resistance and recommendations related implementation of competency model ,	N/A	N/A
2	Competency Assessment : prerequisites for competency assessment, process of competency assessment,	N/A	N/A
1	Case Study:	2nd	<b>Competency Mapping at Aircel</b>
2	Competency based HRM applications : competency based recruitment and selection, training and development, compensation ,	N/A	N/A
1	Performance management and career and succession planning system ,	N/A	N/A
2	Mapping challenges of competency based HRM, Advantages of competency based HRM.	N/A	N/A
1	Case Study:	3rd	<b>Competency Mapping Framework at IAEA and Competency Mapping of Aspiring Managers</b>
1	Assessment centre: Requirement of assessment centre,	N/A	N/A
1	Assessment centre Vs development centre,	N/A	N/A
1	Problems and challenges of assessment centre,	N/A	N/A
3	Techniques used in assessment centre: MAP, MBTI, FIRO-B, SPIRO-M profile, 360 degree feedback.	N/A	N/A