

Course Title:				Competency Mapping and Assessment				
Course Code:				BUE7261				
Course Coordinator				Prof. Jyoti Sharma				
Credits				3-0-0				
Evaluation Scheme Total 100 Marks								
Quiz (Total 20 Marks)				Assignment/Project (Total 20 marks) (Minimum Two Assignments or one Project)		Mid-Term	Major Examination	Total
Quiz I (5 marks)	Quiz II (5 marks)	Quiz III (5 marks)	Quiz IV (5 marks)			20 marks) (1 ½ Hour Duration)	(40 marks) (3 Hour Duration)	100 Marks
WEEKS				TOPICS TO BE COVERED				
Week 1				Introduction to Competency: Concept and definition of role and competency, characteristics of competency. Case Study Applications				
Week 2				Competency method in Human resource management: features of competency methods, historical developments. Case Study Applications and Presentations of HBR Cases				
Week 3				Using Competency profiles in HR: Competency framework:, Lancaster model of managerial competencies, Case Study Applications and Presentations of HBR Cases				
Week 4				Stages in design and implementation of competency model, validation of competency model. Case Study Applications and Presentations of HBR Cases				
Week 5				Competency Gap Analysis: Team competencies, Role Competencies, competency identification, Case Study Applications and Presentations of HBR Cases				
Week 6				Validation and benchmark, Competency assessment, competency mapping- strategy. Case Study Applications and Presentations of HBR Cases				
Week 7				Mapping Job via competency model, Design of assessment centre, Case Study Applications and Presentations of HBR Cases				
Week 8				Presentations of Assignments				
Week 9				360 degree feedback, Steps in development of competencies map.				
Week 10				Presentations of Assignments				
Week 11 (17th -21st March, 2025)				Mid-Term				
2nd May, 2025				Showing of Mid-Term Answer Sheets				
Week 13				Using competency maps for competency profiling, competency based performance management,				
Week 14				Competency driven careers and competency linked remuneration, Case Study Applications and Presentations of HBR Cases				
Week 15				Presentations of Assignments				

Week 16	Competency Report Writing.
Week 17 (5th -9th May, 2025)	Revision Week
Week 18 (13th – 22nd May, 2025)	Major Examinations
29th May, 2025	Showing of Major Exams Answer Sheets

Course Outcomes:

CO1: Articulate and apply the stages of the process of Competency Mapping and profiling.

CO2: Develop Competency framework using Competency areas, indicators and levels.

CO3: Illustrate the integration of competency matrix to other HR functions in an organization.

Recommended Books:

- McClelland, David Competence at Work, Spencer and Spencer.
- Shermon, Ganesh. Competency based HRM. Tata McGraw Hill.
- Sanghi, Seema. The Handbook of Competency Mapping: Understanding, Designing and Implementing Competency Models in Organizations, 2nd e, Sage Publications Pvt. Ltd.
- Competency Mapping: A pre- requisite for HR Excellence - by Dr. Lovy Sarikal
- Sharma, Radha. 360 degree feedback, competency mapping & assessment centers, R. Tata McGraw Hill
- The Competencies Handbook, 2005, Steve Whiddett & Sarah Hollyforde, Jaico Publishing House

Calendar of Quizzes/Assignment etc. to be provided as per below details and exact dates to be fixed in consultation with other course coordinators to avoid overlap of Quizzes of different courses.

Component	Date
Quiz-I	29th January, 2025
Quiz-II	28th February, 2025
Assignment-I	10th February, 2025
Mid-Term	17-21st March, 2025
Assignment-II/ Project Submission	21st April, 2025
Quiz-III	11th April, 2025
Quiz-IV (Surprise Quiz)	28th April-2nd, May, 2025
Major Exam	13th – 22nd May, 2025

Note:

1. One surprise Quiz may be fixed out of Quiz-II, Quiz-III or Quiz-IV.

- 2. In case of any deviation in evaluation methodology for courses such as AEC/VAC/SEC shall be mentioned accordingly. Thus, same shall be approved by the next BOS of school if not done earlier.**

Signature of Course Coordinator :