

Course Name: Competency Mapping and Assessment Centers

Credits	3.0
Faculty Name	Dr Andrew Dutta
Program	PGDM-HRM-II
Academic Year and Term	2013, Term-V

Course Prerequisite: None

1. Course Description

A comprehensive course that covers aspects related to competency based HRM. This course will develop the personal competence of the student to design various interventions to build a competency based organization. The exercises and tools will be designed to make it simple and easy for students to understand the concepts and apply it practically in future at their respective workplaces.

2. Student Learning Outcomes.

After attending the course the student will be able to:

- Develop competency model
- Conduct competency mapping exercise
- Design and manage Assessment Development Centre

3. Required Text Books and Reading Material

- The Handbook of Competency Mapping – Seema Sanghi
- Competency based HRM – Ganesh Shermon
- The course instructor will provide additional reading materials in the class

4. Tentative Session Plan

Session Number	Topics/Activities
1	Talent Management through Competencies
2	Competencies – concept and introduction
3	Competency Classification
4	Competency Mapping – Definition and Method
5	Behavioral Indicators - Basic
6	Methods for Competency Mapping- Basic
7	Methods for Competency Mapping- Basic

8	Competency Assessment Methods- Basic
9	Behavioral Indicators - Advanced
10	Role set based Competency Mapping
11	BEI for Competency Mapping – I
12	BEI for Competency Mapping -- II
13	Competency Mapping
14	Competency Modelling
15	Competency Dictionary
16	Competency Assessment Methods
17	Competency Assessment Methods
18	Assessment of Competencies
19	Assessment of Competencies
20	Competency Report Writing

5. Evaluation

- End Semester exam (40% Weightage)
- Class participation (30% Weightage)
- Group Project Work (30% Weightage)

6. Academic Integrity

Students subscribing to this course will be bound by the Academic Policy as specified in the Student Manual of XIMB for the Part Time program. For all in-class and evaluation purposes, the decision of the course instructor will be binding and final on every student. Every Student for this course must conduct their studies honestly, ethically and in accordance with generally accepted standards of academic conduct. Any form of academic misconduct is unacceptable. If some students are found to engage deliberately in academic misconduct, with intent to deceive it would be construed as pre-mediated form of cheating and would attract the highest penalty of grade withholding.

7.0 Course Declaration:

By subscribing to this course, the student is deemed to have read, understood and unequivocally agreed to abide by the terms and conditions mentioned in this course outline and will not attempt to negotiate any items mentioned above with the course instructor before, after or during this course.

8.0 No Mobile Policy

This course will follow a “No Mobile” in-class usage policy. So all participants in the class shall have to keep their cell phones in switched-off mode. Anyone found violating this policy will be expelled from the class and will suffer final GPA deduction.