

JAIPURIA INSTITUTE OF MANAGEMENT, NOIDA

PGDM / PGDM (M) / PGDM (SM)

FIFTH TRIMESTER (Batch 2024-26)

END TERM EXAMINATIONS, JANUARY 2026

SET-2

Course Name	Competency Mapping & Assessment Centres	Course Code	20330
Max. Time	2 hours	Max. Marks	40 MM

INSTRUCTIONS:

- a. All questions are mandatory
 - b. Answers should be rich in content and precise with relevant examples and justifying remarks
1. Identify a comprehensive competency mapping model along with the proficiency levels for competencies specifically needed for Sales Manager of an FMCG organization. (10 marks)
 2. A manufacturing firm is looking for an Operations Director possessing critical competencies such as "Change Leadership" and "Strategic Thinking."
 - (i) Construct three behavioral interview questions for "Change Leadership" that focus on overcoming employee resistance to organizational changes. (5 marks)
 - (ii) Construct three behavioral interview questions for "Strategic Thinking" that focus on long-term scalability versus short-term gains. (5 marks)
 3. Outline the competency-based approach to selection. Summarize the features that you would include in preparing the assessment plan and tools applicable to any managerial role of your choice. Justify your answer with suitable examples. (10 marks)
 4. Sameer is an experienced manager at TechLogistics Inc. He is highly regarded for his *Knowledge* of supply chain software and *skill* in optimizing routes. However, when the company transitioned to an AI-driven autonomous system, Sameer lacked the inherent "Adaptability" to learn the new technology and viewed it as a threat. This led to a drop in his team's morale as he stopped supporting them, fearing they would surpass his technical value.
 Conduct a skill gap analysis for Sameer and identify the specific gaps between his current competency profile and the future requirements of his role. Develop a training intervention to address Sameer's lack of "Adaptability" to learn new things. (10 marks)