



**Y. & M. Anjuman Khairul Islam's**  
**POONA INSTITUTE OF MANAGEMENT**  
**SCIENCES & ENTREPRENEURSHIP**

(A Religious & Linguistic Minority Institution, Recognized by DTE, Govt. of Maharashtra, Affiliated to Savitribai Phule Pune University,  
Approved by AICTE, New Delhi ISO 9001-2015 Certification  
Office : K. B. Hidayatullah Road, Camp, Pune - 411 001. Tel. : 020 26448781 Website : www.akiipmse.ac.in Email : director.pimse@gmail.com

**MBA (SEM - II)**  
**205HRM: Competency Based Human Resource Management System**  
**(2019 PATTERN)**

**SHORT QUESTIONS**

1. Define PMS
2. Why Performance planning is important
3. What do you mean by performance coaching?
4. What is Performance Gap
5. Why it is important to link individual goal to organization goal?
6. What is competency?
7. What are basic components of Competency?
8. Define KSA
9. Difference between competence & competency
10. Explain Leadership
11. Why developing competency is important
12. Name any two models of competency
13. Mention some of the types of competency
14. What according to you competency is required for an HR manager
15. What is training aids?
16. What is competency mapping?
17. What is competency based performance
18. What is compensation?
19. What is KRA
20. What is KPI
21. What is the role of competency in career
22. What is succession planning
23. What is career planning
24. What is organization culture
25. What is competency driven culture