

NIRMA UNIVERSITY
Institute of Management
Master of Business Administration (Full Time) Programme/
Integrated Bachelor of Business Administration-Master of Business
Administration Programme/
Master of Business Administration (Family Business &
Entrepreneurship) Programme

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Course Code	MFT5SEHR02 MBM5SEHR02 MFB5SEHR02
Course Title	Competency Mapping and Assessment

Course Learning Outcomes (CLO):

At the end of the course, the students will be able to:

1. Develop competency maps
2. Distinguish between traits, skill and competency
3. Discover the professional applications of competency mapping in a business context

Syllabus

Teaching Hours

Unit I: The Concept of Competency <ul style="list-style-type: none"> Defining Competence and Competency, Objectives of Competency Mapping, Types of Competencies 	03
Unit II: Frameworks in Competency Mapping <ul style="list-style-type: none"> The Iceberg Model, The KIPP Leadership Competency Model, Competency Model for HR Professionals, Exercises in Developing Competency Maps 	06
Unit III: Application of Competency Mapping <ul style="list-style-type: none"> Using Competency Maps for employee selection, performance management and training and development Assessment Centres 	06

Suggested Readings:

1. Sanghi, S., The Handbook of Competency Mapping: understanding, designing and implementing competency models in organizations. SAGE Publications India.
2. Ennis, M. R., Competency models: a review of the literature and the role of the employment and training administration (ETA) (pp. 1-25). Office of Policy Development and Research, Employment and Training Administration, US Department of Labor.
3. Kaur, J., & Kumar, V., Competency mapping: A gap Analysis. International Journal of Education and Research, 1(1), 1-9.
4. Yuvaraj, R., Competency mapping. International Journal of Scientific & Engineering Research, 2(8), 1-7.

w.e.f. Academic Year 2019-20 and onwards