Competency Mapping for Its Industry

Abstract

This study analyzes a competency model for describing, referencing, and sharing competency definitions; and identifies the core competencies of employees who are in the development track in the IT sector at different levels of their career. This model provides a way to represent formally the key characteristics of competencies essential at each level of the development track. It enables to set competency standards, measure competency levels of employees, identify competency gaps; obtain competency information by providing a means for them to refer to common definitions with common meanings. Competency Framework provides description of core-competencies associated with each level of designation and how they are related to different types of competencies.

Keywords: Competency Mapping, Models, IT Industry.

Introduction

Competency mapping is important and is an essential exercise. Every well-managed firm should: have well-defined roles and list of competencies required to perform each role effectively. Such list should be used for recruitment, performance management, promotions, placement and training needs identification. Competency mapping is about identifying ideal behaviors and personal skills which distinguish exceptional and stupendous performance from the average. This aids in...
setting standards of behavior and thereby performance for the average work forces to follow. Competency maps provide employers with concrete and objective information usable in all employment decisions. As a matter of fact competency is a behavioral and demonstrative ability that is informed to some degree by a conceptual perception.

Their competencies have been pre identified and enlisted in the performance management system. In IT industry competency based evaluation is a part of their annual appraisal system. Their performance appraisal form has three competency assessment heads namely Functional, Technical Competencies, Executive Competencies and Core Competencies which comprises of different competencies within each head which are evaluated by executives every year.

Objectives of the Study

- To identify the core competencies of the employees in IT industry.
- To identify the factors which are critical to functioning of a particular job.
- To identify the training and development needs of individuals in organization.

Review of Literature

DR. AJAY KAUSHIK, 2014) every firm should have well defined roles and list of competencies required to perform each role effectively. Such list should be used for recruitment, placements and training needs identification, performance management, and promotions. In performing or carrying out work, it is essential that the required job skills sets first be articulated. This information not only helps to identify individuals who have the matching skills for doing the work but also the skills that will enhance the successful performance of the work.

DR. V. K. JAIN, 2013 in his research article found that analyzing employee competencies including Attributes, skills and knowledge parameters in detail and make a gap analysis in the actual and desired skills and assess the training needs of the employee

KRISHNAVENI J BSMED, 2013 in her study aims to evaluate various aspects of employee’s competency such as ability to mutual relationship, communication, adaptability, leadership and overall task proficiency. The study may help the organization to identify the men of incompetence among the employees, and to take remedial measures to improve their performance.

SHULAGNA SARKARI INSTITUTE OF PUBLIC ENTERPRISE, 2013 in his paper said that success of a training program depends primarily on the need assessment. The paper discusses the process of competency mapping and focuses
on how competency mapping can be used for conducting training need assessment. On providing need based training, significant difference was measured in the level of competencies of employees.

S.PRAVEEN, 2012 In his paper he said performing or carrying out a work, it is essential that the required job skills first to be articulated. This information not only helps to identify individuals who have the matching skills for doing the work but also the skills that will enhance the successful performance of the work. These skills, knowledge and attitudes required for the work are usually collectively referred as competencies.

Research Methodology

In this study descriptive research design is used and convenience sampling technique is adopted for the study. The research conducted in Chennai city only. Data collected through primary and secondary sources. Primary data collected through questionnaire directly from the respondents and secondary data collected through articles, journals etc.

Data Analysis and Interpretation

Age and Areas of improvement

The analysis is done to check whether there is a significant difference in the age and areas of improvement. To check the difference, one-way ANOVA is done. The null and alternate hypothesis is set as follows.

Ho: There is no significant difference between age and identification of areas of improvement on a regular basis.

H1: There is a significant difference between age and identification of areas of improvement on a regular basis.

<table>
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<th>Source: Primary data</th>
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It is observed from the ANOVA table that the sig. value 0.296 is greater than 0.05 at 5% level of significance; there is no significant difference between age and identification of areas of improvement on a regular basis. Hence, it is understood that irrespective age groups on a regular basis the areas of improvement has to be identified according to the trends prevailing in the environment.
Designation and How Far the Programs are Effective to Improve Your Skills

Ho: There is no significant difference between Designation and Improvement of skills.

H1: There is a significant difference between Designation and Improvement of skills.

<p>| ANOVA |
|-----------------|-----------------|-----------------|-----------------|</p>
<table>
<thead>
<tr>
<th>How far the programs are effective to improve your skills</th>
<th>Sum of Squares</th>
<th>df</th>
<th>Mean Square</th>
<th>F</th>
</tr>
</thead>
<tbody>
<tr>
<td>Between Groups</td>
<td>0.142</td>
<td>2</td>
<td>0.071</td>
<td>0.426</td>
</tr>
<tr>
<td>Within Groups</td>
<td>7.858</td>
<td>47</td>
<td>0.167</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>8.000</td>
<td>49</td>
<td></td>
<td></td>
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Source: Primary data

It is witnessed from the ANOVA table that the sig. value 0.656 is greater than 0.05 at 5% level of significance; hence there is no significant difference between designation and the improvement of skills.

Findings and Suggestions

From this study it is found that there is no relationship between age and areas of improvement and also there is no significant relationship between the employees qualification and the skills. The IT industry’s regularly arrange the training programs for the employees it would help the employees to improve their knowledge and skills.

Conclusion

Competency Mapping helps the individuals get a broader perspective of how they are perceived by others than previously possible, it increases the awareness of and relevance of competencies, it increases the awareness by senior management that they too have development needs. It gives more reliable feedback to senior managers about their performance. So it helps in the development of individuals and also the organization by identifying the key competencies of individuals and directing towards the development

References:


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