

STUDY ON COMPETENCY MAPPING

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ABSTRACT

The topic of his project is “A Study on Competency Mapping This paper reports a critical review of nursing organizational culture research studies with the objectives of: reviewing theoretical and methodological characteristics of the studies. The research design used in this study is descriptive research design. Data from 105 people were collected as population study. Data was collected by survey method through structured questionnaire with close ended questions. The primary data was obtained through questionnaire and secondary data from the company records and through internet. The purpose of the survey process is to provide a more accurate assessment of the existing culture from the employees’ point-of-view and also to assess their behaviours with respect to that of the organization.

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I. INTRODUCTION

Competency is defined as a behaviour that describes excellent performance in a particular work context (e.g. job, role or group of jobs, function, or whole organization). Competency for a job can be defined as a set of human attributes that enable an employee to meet and exceed expectations of his internal as well as external customers and stakeholders.

II. REVIEW OF LITERATURE

- **David McClelland (Harvard Psychologist)(1986)** He pioneered the Competency Movement across the world and made it a global concept. His classic books on Talent and Society, Achievement motive, The Achieving Society, Motivating economic achievement and power the inner experience brought out several new dimensions of the competency.
- **Benjamin Bloom (USA) (1998)** laid the foundation for identifying educational objectives by defining KSA, s needed to be developed in education. The educational objectives developed by them were grouped under the cognitive domain.
- **Richard Boyatzis(2000)** wrote the first empirically-based and fully-researched book on competency model developments. It was with Boyatzis

COMPETENCY vs. COMPETENCE

- **Competency:** A person- related concept that refers to the dimensions of behaviour lying behind competent performer.
- **Competence:** A work- related concept that refers to areas of work at which the person is competent.
- **Competencies:** Often referred as the combination of the above two.

that job competency came to widely understood to mean an underlying characteristic of a person that leads or causes superior or effective performance.

- **William Trochim (2002)** developed the concept map into a strategic planning tool for use in the design of organizational components. Trochim's technique differs significantly from Novak's original school of thought. While Novak's maps are generated for an individual, Trochim's are generated by a group.

III. RESEARCH METHODOLOGY

Research methodology is a systematic approach to any research problem. The present study is an Descriptive study based on the primary data but secondary data have also been collected from various published & unpublished sources such as the internet, magazines, books, etc. as per the requirements of the study.

For collection of primary data, exclusive surveys as well as personal interviews are conducted for the employees.

SAMPLE SIZE:

The sample size of 105 respondents has been arrived for the study

SAMPLE DESIGN:

A researcher adopted for the study. Sample size is 105. The investigator collected the data from the employee directly with the help of HR Manager.

IV. ANALYSIS AND INTERPRETATION

4.1 Table showing the education qualification of the respondents

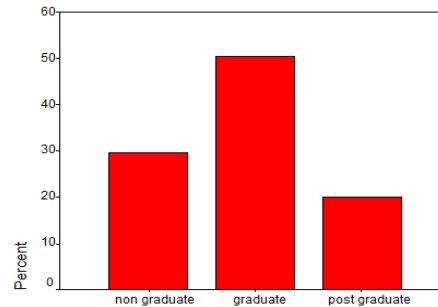
EDUCATION QUALIFICATION	PERCENTAGE
Non graduate	29.5%
Graduate	50.5%
Post graduate	20.0%
Total	100.0

INTERPRETATION:

From the above table it is inferred that 29.5% respondents are non graduate and 50.5% respondents are graduate and 20.0% respondents are post graduate.

INFERENCE:

Majority i.e. 50.5% of respondents are graduate.



4.2 Table showing the experience of the respondents

EXPERIENCE	RESPONDENTS	PERCENTAGE
Less > 1yr	10	9.6 %
01-05yrs	56	53.4%
5.1-10yrs	24	22.8%
Above 10	15	15.2%
Total	105	100%

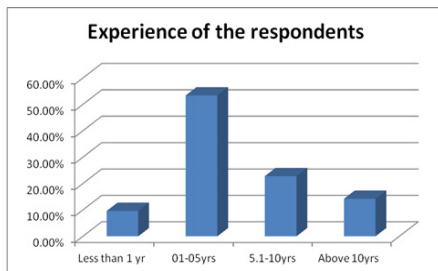
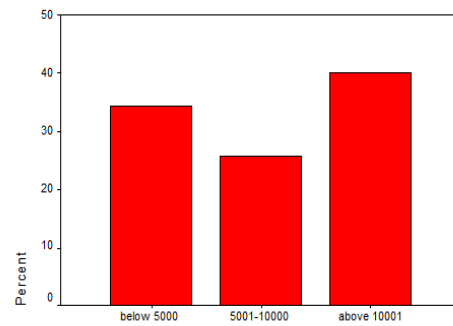
Available at www.ijred.com

INTERPRETATION:

From the above table it is inferred that 53.4% of respondents are experience of 01-05 years and 22.8% of respondents are between the experience of 5.1-10yrs and 15.2% of respondents are experience of above 10 years.

INFERENCE:

Majority i.e. 53.4% of respondents are with an experience of 01-05 years



4.3Table showing the salary of the respondents

SALARY	RESPONDENTS	PERCENTAGE
5001-10000	03	02.9%
10001-20000	49	46.7%
20001-30000	43	41.0%
Above30,000	10	9.5%
Total	105	100.0%

INTERPRETATION:

From the table it is inferred that 46.7% of respondents draw a salary of 10001-20000 and 41.0% of respondents draw a salary of 20001-30000 and 9.5% of Respondents draw a salary above 30001.

INFERENCE:

Majority i.e. 46.7% of respondents draw a salary of 10001-20000

4.4Table showing the duties and responsibility of the respondents

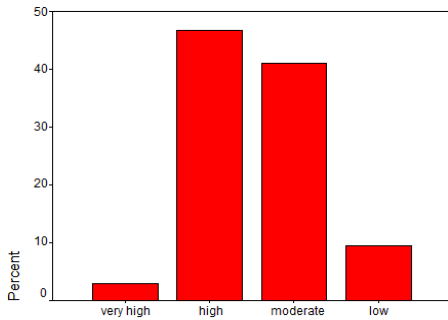
DUTIES AND RESPONSIBILITY	RESPONDENTS	PERCENTAGE
very high	03	02.9%
High	49	46.7%
Moderate	43	41.0%
Low	10	9.5%
Total	105	100.0%

INTERPRETATION:

From the table it is inferred that 2.9% of respondents are very high that the duties and responsibility 46.7% respondents are high that the duties and responsibility 41.0 % respondents are moderate that the duties and responsibility and 9.5% of respondents have low duties and responsibility

INFERENCE:

Majority i.e. 46.7% of respondents are having high duties and responsibility.



4.5 Table showing the difficult in performing the job of the respondents

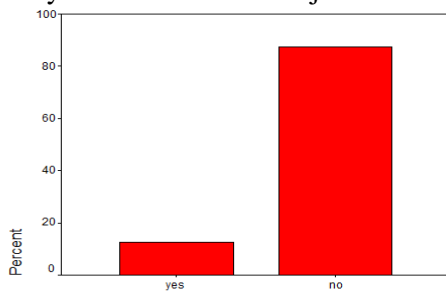
DIFFICULT IN THE JOB	RESPONDENTS	PERCENTAGE
Yes	13	12.4%
No	92	87.6%
Total	105	100.0%

INTERPRETATION:

From the table it is inferred that 12.4% of respondents have agreed that they are difficult in their job and 87.6% of respondents not agreed that they are difficult in their job.

INFERENCE:

Majority i.e. 87.6% of respondents not agreed that they are difficult in their job.



4.6 Table showing the employee own decision with prior reference supervisor

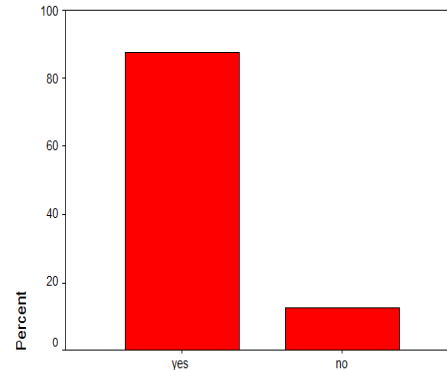
Particular	percentage
Yes	87.6%
No	12.4%
Total	100.0%

INTERPRETATION:

From the table it is inferred that 87.6% of respondents have agreed that they are employee own decision with prior reference to supervisor and 12.4% of respondents not agreed that they are employee own decision with prior reference to supervisor.

INFERENCE:

Majority i.e. 87.6% of respondents have agreed that they are employee own decision with prior reference to supervisor.



4.7 Table showing the employee levels of creativity

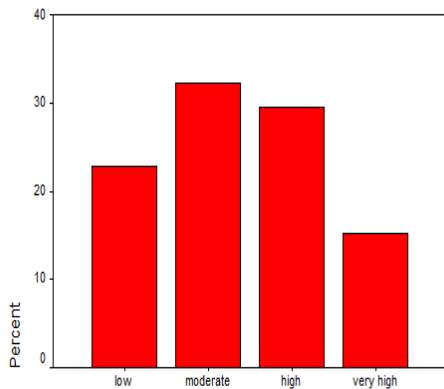
EMPLOYEE LEVELS OF CREATIVITY	PERCENTAGE
Low	22.9%
Moderate	32.4%
High	29.5%
Very high	15.2%
Total	100.0%

INTERPRETATION:

From the table it is inferred that 22.9% of respondents are having low level of creativity and 32.4% of respondents are having moderate level of creativity and 29.5% of respondents are having high level of creativity and 15.2% of respondents are having very high level of creativity

INFERENCE:

Majority i.e. 32.4% of respondents are having moderate level of creativity.



4.8

Table showing the employee levels of teamwork

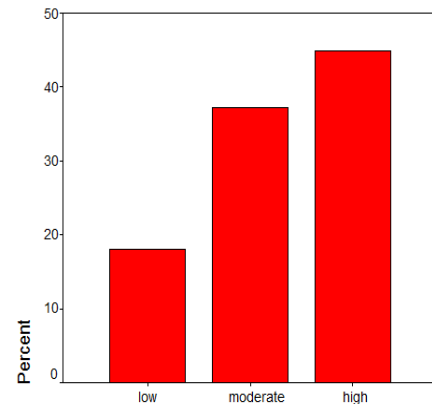
EMPLOYEE LEVELS OF TEAMWORK	PERCENTAGE
Low	18.1%
Moderate	37.1%
High	45.8%
Total	100.0%

INTERPRETATION:

From the table it is inferred that 18.1% of respondents are having low level of teamwork and 37.1% of respondents are having moderate level of teamwork and 45.8% of respondents are having high level of teamwork.

INFERENCE:

Majority i.e. 45.8% of respondents are having high level of teamwork.



4.9 Table showing the employee levels of learning orientation

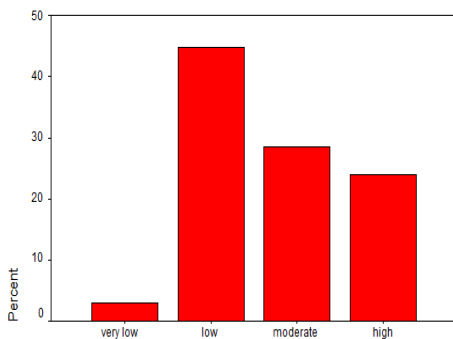
EMPLOYEE LEVELS OF LEARNING ORIENTATION	PERCENTAGE
Very low	02.9%
Low	45.8%
High	28.6%
Moderate	23.8%
Total	100.0%

INTERPRETATION:

From the table it is inferred that 02.9% of respondents are having very low level of learning orientation and 45.8% of respondents are having low level of learning orientation and 28.6% of respondents are having moderate level of learning orientation and 23.8% of respondents are having high level of learning orientation.

INFERENCE:

Majority i.e. 45.8% of respondents are having low level of learning orientation



4.10 Table showing the employee levels of

EMPLOYEE LEVELS OF SELF DISCIPLINE	PERCENT
Low	05.8%
High	25.7%
Very high	30.5%
Moderate	39.0%
Total	100.0%

communication skills

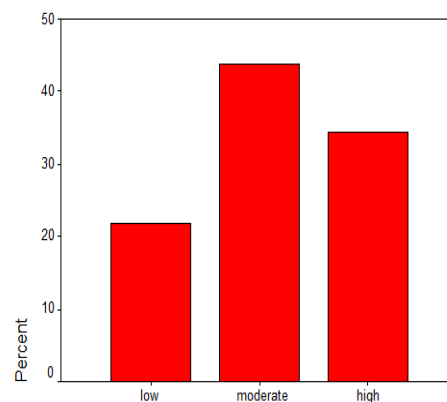
EMPLOYEE LEVELS OF COMMUNICATION SKILLS	PERCENT
Low	21.9%
High	43.8%
Moderate	35.3%
Total	100.0%

INTERPRETATION:

From the table it is inferred that 21.9% of respondents are having low level of communication skills and 43.8% of respondents are having moderate level of communication skills and 35.3% of respondents are having high level of communication skills.

INFERENCE:

Majority i.e. 43.8% of respondents are having moderate level of communication skills.



4.11 Table showing the employee levels of confidentiality

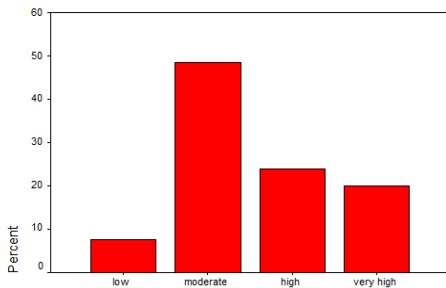
Very high	23.8%
Moderate	20.0%
Total	100.0%

INTERPRETATION:

From the table it is inferred that 07.6% of respondents are having low level of confidentiality and 48.6% of respondents are having moderate level of confidentiality and 23.8% of respondents are having high level of confidentiality and 20.0% of respondents are having very high level of confidentiality.

INFERENCE:

Majority i.e. 48.6% of respondents are having moderate level of confidentiality



4.12 Table showing the employee levels of self discipline

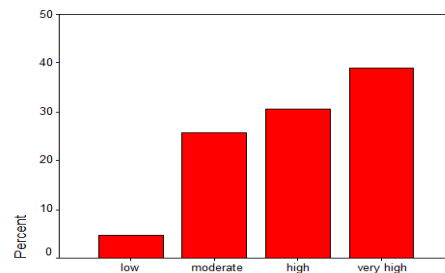
EMPLOYEE LEVELS OF CONFIDENTIALITY	PERCENT
Low	07.6%
high	48.6%

INTERPRETATION:

From the table it is inferred that 05.8% of respondents are having low level of self discipline and 25.7% of respondents are having moderate level of self discipline and 30.5% of respondents are having high level of self discipline and 39% of respondents are having very high level of self discipline.

INFERENCE:

Majority i.e. 39% of respondents are having very high level of self discipline.



4.13 Table showing the employee levels of job knowledge

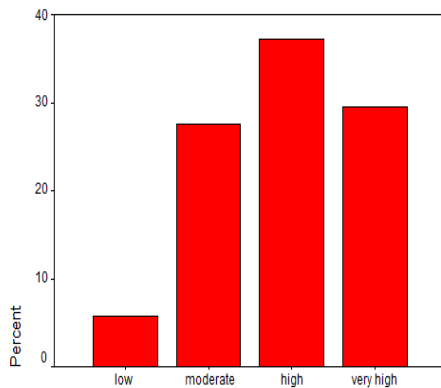
EMPLOYEE LEVELS OF JOB KNOWLEDGE	PERCENT OF AGE
Low	05.7%
high	27.6%
Very high	37.2%
Moderate	29.5%
total	100.0%

INTERPRETATION:

From the table it is inferred that 5.7% of respondents are having low level of job knowledge and 27.6% of respondents are having moderate level of job knowledge and 37.2% of respondents are having high level of job knowledge and 29.5% of respondents are having very high level of job knowledge.

INFERENCE:

Majority i.e. 37.2% of respondents are having high level of job knowledge.



4.14 Table showing the employee levels of interpersonal relations

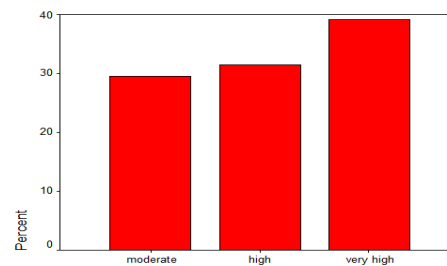
EMPLOYEE LEVELS OF INTERPERSONAL RELATIONS	PERCENTAGE
High	29.5%
Very high	31.4%
Moderate	41.0%
Total	100.0%

INTERPRETATION:

From the table it is inferred that 29.5% of respondents are having moderate level of interpersonal relations and 31.4% of respondents are having high level of interpersonal relations and 41% of respondents are having very high level of interpersonal relations.

INFERENCE:

Majority i.e. 41% of respondents are having very high level of interpersonal relations.



4.15 Table showing the employee levels of influencing skills

EMPLOYEE LEVELS OF OF INFLUENCING SKILLS	PERCENTAGE
Low	02.9%
Verylow	08.6%
High	25.8%
Very high	30.5%
Moderate	33.3%
Total	100.0%

INTERPRETATION:

From the table it is inferred that 2.9% of respondents are having very low level of influencing skill 8.6% of respondents are having low level of influencing skills and 25.8% of respondents are having moderate level of influencing skills and 30.5% of respondents are having high level of influencing skills and 33.3% of respondents are having very high level of influencing skills.

INFERENCE:

Majority i.e. 33.3% of respondents are having very high level of influencing skills.

V. CONCLUSION

Carefully taking into account all the theoretical and practical calculations and analysis, I conclude that is very effective and efficient in all its operations and also the employees are quite capable of handling any kind of situation in the long-run.

VI. REFERENCE

Books

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- [2] A strategic resource for competency mapping assessment & development centre – Ganesh sherman.
- [3] C.R.Kothari, “Research Methodology” New Delhi, New Age International (P) Ltd Publication, 1990

Websites

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