

A Study on Competency Mapping with Reference to CareerSchool HR Solutions

¹MONIGA M, ²SAGAYARANI A

¹Student, ²Assistant Professor
Department Of Management Studies
Sri Ramakrishna Engineering College
Coimbatore.

Abstract- This study on Competency Mapping with Reference to CareerSchool HR Solutions suggests the organization to implement more modern training methodologies, then to provide practical training to the employees and to provide specific learning assignments or projects for participants to improve on their competency gap. In the modern corporate world, a lot of businesses and organisations are putting more emphasis on human capital as a way to get a competitive edge in a setting that is changing quickly. A lot of prosperous businesses understand that their most valuable resource is their workforce. As a result, businesses are spending more money on employee education so that workers can advance and transform the organisation and increase its profitability. The variety of training opportunities differs greatly between companies, so job seekers who are concerned about this should look into the kind and extent of training offered to staff members when investigating possible employers.

Keywords- Competencies; Competency Mapping; Learning and development; Organisational study Training and development; Individual development and desired outcomes.

I. INTRODUCTION

Competency mapping is the process of figuring out what knowledge, skills, and abilities an incumbent needs to do their job well and achieve the organization's goals. During this process, various processes are used to determine the essential competencies of the job or company. It entails coordinating the competencies with the organisation or job role. Assessing the organization's or the job holder's strengths and weaknesses is made easier with the use of competency mapping. It is necessary to finish the task or job at hand successfully within the allotted time.

Need for Competency Mapping

- Increase in cost of manpower.
- Ensuring the presence of capable individuals to carry out various crucial roles.
- Realising that when the right person is assigned to the right job, all systems and procedures are effectively regulated and managed.
- Maintaining the talent while growing the company.

THEORETICAL BACKGROUND OF THE STUDY

Competency is an underlying characteristic of a person in that it may be a motive, trait or skill aspect of one's self – image or social role or body of knowledge. Productivity, quality, profitability, stability and growth are the objectives which every organization wants to achieve. The development of competencies of the human resources of the organization becomes imperative. The competency development necessitates competency mapping as the employees working in the organization have to perform a number of different tasks or functions and hence, require varied knowledge, attitudes and skills as per the nature of the job they perform. Therefore, competencies of employees need to be assessed and developed for the success of the organization.

II. OBJECTIVES OF THE STUDY

This study aims to achieve the following objectives:

1. To study the level of awareness about the competency mapping among the employees.
2. To know how employees get benefit out of this Competency mapping.
3. To study the perception of employees on the basis of job profile.

III. METHODOLOGY

Research Design

The descriptive research method is used.

Sample Design

- Sample Size: 48
- Sample method: Non-Probability

Tools for Analysis

- Percentage analysis
- Chi Square Analysis
- PowerBI

Method of Data collection

- Primary Data Collection
- Questionaries

IV.DATA ANALYSIS & INTERPRETATION

CHART SHOWING THE PERCENTAGE OF GENDER

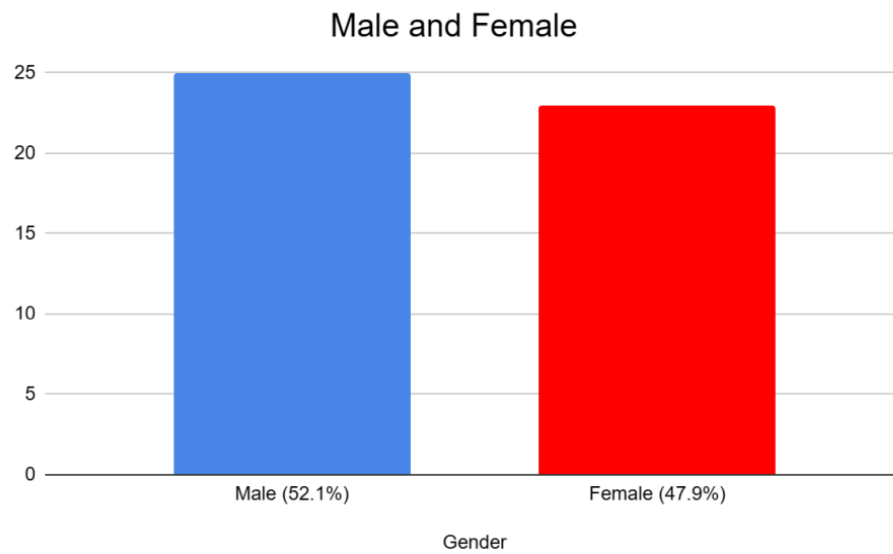


CHART SHOWING THE PERCENTAGE OF AGE GROUP

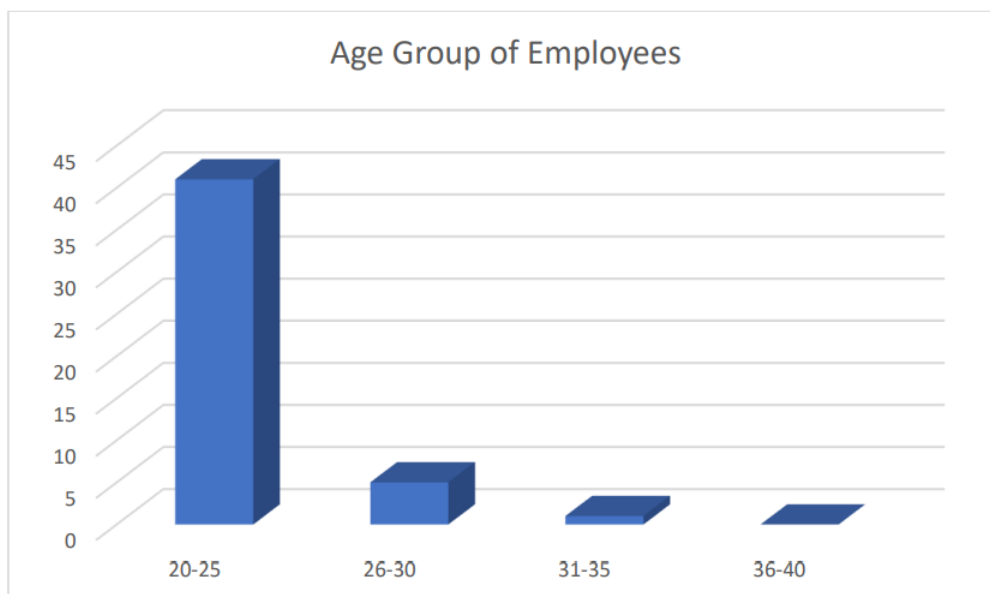
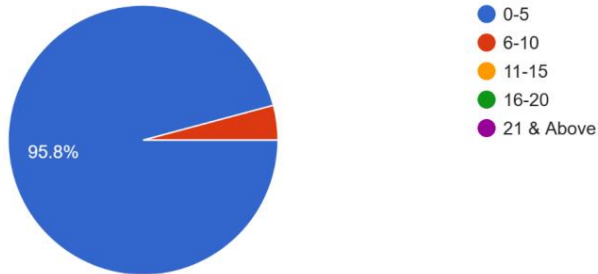


CHART SHOWING THE PERCENTAGE OF EXPERIENCE OF THE EMPLOYEES

Years Experience
48 responses



Data Visualization using Power BI



Chi Square Analysis

Null hypothesis-(Ho)

Alternate hypothesis -(H1)

(Ho): There is no significant difference between the Competency level towards Career development and gender of the employees.**(H1):** There is significant difference between the Competency level towards Career development and gender of the employees.**Case Processing Summary**

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Q9 * Gender	48	100.0%	0	.0%	48	100.0%

Q9 * Gender Crosstabulation

			Gender		Total
			Female	Male	
Q9	No	Count	3	1	4
		Expected Count	1.9	2.1	4.0
	Yes	Count	20	24	44
		Expected Count	21.1	22.9	44.0
Total		Count	23	25	48
		Expected Count	23.0	25.0	48.0

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	1.283 ^a	1	.257		
Continuity Correction ^b	.372	1	.542		
Likelihood Ratio	1.327	1	.249		
Fisher's Exact Test				.338	.273
N of Valid Cases ^b	48				

2 cells (50.0%) have expected count less than 5. The minimum expected count is 1.92.

INTERPRETATION

- From the Analysis it is observed that 52.1% belongs of male and 47.9% belongs to female respondent.
- From the Analysis it indicates that 87.2% belongs to the age group 20-25 years, 10.6% belongs to 26-30 years, 2.1% belongs to 31-35 years.
- From the Analysis it indicates that 95.8% have 0-5 years of Experience, 4.2% have 6-10 years of Experience.
- From the Analysis it indicates that 68.8% have completed their post graduation and 31.2% have completed their

Graduation.

- From the analysis 95.8% have 0-5 years of Experience and only 4.2% have 6-10 years of experience.
- It is observed that employees believe that these competencies will surely help them to achieve their goal along with the objectives of the organization.
- From the analysis, Employees say that Competency mapping helps them for manpower planning.
- Most of the employees stated that Recruitment and selection process is carried out by considering the competency of the individuals.
- Most of the employees agreed that Competency mapping is helpful for individuals career development.
- The Pearson chi square significant value is 0.273 which is greater than 0.05. Hence Reject Null hypothesis. There is significant difference between the Competency level towards Career development and gender of the employees.

RECOMMENDATIONS

- By giving a proper communication, the organization can avoid the problems while implementing the competency mapping.
- In this organization competency mapping must be regularly done in order to check the competency level of the employees.
- Since many of the employees are performing different jobs to what they were doing at the time of their joining they need training to perform the new work allotted them.
- The organization should create awareness about the Competency mapping and their uses among the employees through various programs.
- After finding their skills, they can provide the initiatives to the employees to excel as a potential employee with a specific skill. And also they can enhance the multiple skills among the employees.
- The organization should provide a separate cabin for each employee to excel their talents so that the employee also feels independence in their work.

V. CONCLUSION

The present study is an attempt to know about the Competency mapping at Careerschool HR solutions in Chennai focused on various objectives such as analyzing the factors role of competency in the organization, flow of communication in their organization, opinion on the benefits of emotional intelligence, how emotional intelligence helps in making communication effective in order to analyze the competency mapping at Careerschool HR solutions. s. On the basis of the findings of the study, some practicable and viable suggestions are given. Hence, with the given research study conducted in this organization, it can be concluded that the concept of competency mapping is in between the introduction and growth stage that is it is ahead of introduction stage and has not reached yet to growth stage.

REFERENCES:

1. A. Bhavani Shree et al. (2016). A Study on Competency Mapping in Automobile Industry. International Journal of Engineering Science and Computing. 6 (7), 8649-8657.
2. Lakshmi Narayana. K et al. (2014). A Study on Competency mapping of the employees in Textile Manufacturing Companies with reference to Bangalore city. Acme Intellects International Journal of Research in Management. 6 (6), 1-10.
3. Preeti Jayachandran Nair. (2012). Is talent management accentuated by competency mapping : with special reference to the educational sector. International Journal of Social Science & Interdisciplinary Research. 1 (11), 132-147.
4. Shivi Saxena et al. (2015). Impact of Competency Mapping on Talent Management with Special Reference to Retail Sector in Rajasthan. The International Journal of Business & Management. 3 (9), 327-334.
5. Mily Velayudhan T.K. (2011). Competency Mapping of the Employees- A Study. International Conference on Information Communication and Management. 16 (1), 228-231.

SURVEY QUESTIONNAIRE

PERSONAL INFORMATION

AGE:

GENDER:

EXPERIENCE:

EDUCATIONAL QUALIFICATION:

QUESTIONS

1. Do you feel you are doing the job according to your job profile?

- Yes [] • No []
- 2. Do you finish every work assigned to you within the time limit?
• Always [] • Sometimes [] • Never []
- 3. Do you require the guidance from your superior?
• Always [] • Sometimes [] • Never []
- 4. Do you feel you need training to perform your work?
• Yes [] • No []
- 5. Do you feel the type of work you were performing at the time of your joining and today is the same?
• Yes [] • No []
- 6. Does competency mapping helps you to do manpower planning?
• Yes [] • No []
- 7. Do you perform competency mapping regularly in your company?
• Yes [] • No []
- 8. Does Recruitment and Selection processes carried out considering competency of the individuals?
• Yes [] • No []
- 9. Does competency mapping helpful in individual's career development?
• Yes [] • No []
- 10. Knowledge is critical for your kind of organization?
• Yes [] • No []
- 11. What are the sources of knowledge in this organization?
• Reports and journals [] • Meetings and group discussions [] • Experience of the incidence sharing [] • Others []
- 12. How knowledge is shared among different departments of this organization?
• Formal meetings [] • Informal meetings/chat []
- 13. Do you undertake additional personal efforts to enhance your knowledge level and improve your competency?
• Invariably [] • Frequently [] • Rarely [] • Never []
- 14. What additional personal efforts do you undertake to enhance your knowledge level and improve your competency?
• None [] • Further education and training in my own time [] • Private research work [] • Magazines []
- 15. Do you share your learning with your colleagues?
• Invariably [] • Frequently [] • Rarely [] • Never []