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## COMPETENCY MAPPING

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### ABSTRACT

Finding the right hold right to the right task is a matter of concern for most arranging's particularly in today's financial catastrophe. As intersection an individual's course hopes are worried, previously the arrangement gives an representative the view of what is paying taxes him/her to reach the position, it drives bureaucracy to expand the abilities for the unchanging. Competencies authorize things to recognize and articulate what they offer -although the task.

Competency plan is a process of labeling key abilities for the position in an arranging and therefore utilizing it for task-judgment, conscription, preparation and happening, efficiency administration, sequence preparation, etc. "The restricting saving about the planet has set new and raised pressure on arranging's proficiency to receive more in a group the convenient support they have, and this frequently turns into pressure on the individual attendants. That is place it is main to equate conduct result accompanying abilities. It is so authoritative to delineate a set of center associations have long fulfilled the significance of ability plan as a main HR functions. This is exceptionally appropriate in this place recessionary surroundings place human capital is individual of ultimate main property of an institution and needs expected fed. More and more parties are utilizing ability plan forms to screen and rent nation accompanying particular abilities. There may be a need for one accompanying superior novel abilities or a superior imaginative mind.

When things must inquire new tasks, aware individual's abilities can present individual back-and-forth competition marketing." Competency plan not only helps

see your abilities but likewise you're feeble districts that maybe processed upon. Besides growing clerk self-esteem and embellishing output, it induces new thinking, supports novelty and through aims to supply an improving.

## **L. INTRODUCTION**

In competency plan abilities necessary for the process are recognized this helps the arranging to label the detracting projects and take essential conduct for the future exercise of the ventures. With changeful trade synopsis and new challenges arising in the cutthroat experience, favorable depiction in some task/task has captured a detracting place for administrative boom. Competency plan is individual aforementioned process that helps in labeling and plan abilities necessary for profitable act in the function. Competency plan and appraisal has win superior significance in institutions for consistency society growth actions and processes agreeable administrative progress & aims and maximizing the exercise of human potential.

Creating ability located sophistication and schemes in arranging are the need of the time. This constructs a demand for HR experts to have specific abilities and have a constant up-step of information.

Competency is a patterned necessity for an individual to correctly act a particular task. It contains a mixture of information, abilities and nature promoted to boost accomplishment. More generally, ability is United States of America or characteristic of being sufficiently or trained and bearing the capability to act a particular part. "Competency Mapping" refers to a process by which the abilities of the inevitable process are labeled.

It is finished to decide the fault-finding ventures of the necessary processes of the institution. If Competency Mapping is approved, before the arrangement can label allure fault-finding extents and can take inevitable conduct for future exercise of the exercises. In the Competency Mapping, the process is decay into substitute parts chosen as actions and the ability of all these actions are labeled. Organizations act the task of Competency Mapping to decide the extents that are important for allure decent occupied and advance.

The abilities that are contained in the labeling are Managerial, Behavioral, Technical, Skill located, Attitude located and Conceptual Knowledge located. All these facets together bring about decide the real rank of the endeavor accomplishment and process functioning that is for the arranging. Competency Mapping is containing two conditions – Competency + Mapping, Where, Competency refers to explain some latent characteristic namely necessary to act the process or the endeavor and Mapping refers to the slating of the endeavors in a subsequent order.

task occurrence.

Competency plan actions allow the labeling and confirmation of all administrative system and processes containing trade recommendation, resolution tests and within and outside consumer necessities.

Together, Competency Mapping refers to the decent organizing of the ventures that are necessary for the Completion of the important processes. In some arrangement, individual of the bigger concern extents for the Human Resource Department search out decide the

abilities of the processes and to judge the substance level of the human active on it. Competency Mapping has arose as a big concern for the arranging in the current occasions and has engaged the consideration of the top administration.

## **PERFORMANCE MANAGEMENT AND ADMINISTRATION**

### **CAREER AND SUCCESSION PLANNING**

In each field of Human Resources, Competency Mapping plays an essential function. If the Competency Mapping is exhausted a projected approach therefore the miscellaneous functions of H.R area maybe worked orderly. Through the help of the ability plan, the important exercises of each project is produce and the crew occupied on the alike (task/process) maybe ready the preparation to act whole accompanying correct and accompanying veracity.

## **II.REVIEW OF LITERATURE**

**P.S. Swaminathan, & Rajkumar S.** in their bother —Stress levels in Organizations and their Impact on Employees' Behavior (2013) They have transported a study that fixated on the

levels of stress with the group of same status, declaration, various differences of tasks, hours of work and the influence of work atmosphere on the strength of stress met by staff members. Stress in an agents' individual in character.

This study signifies that, an best level at which point each individual can act accompanying welcome filled volume and labeled three environments being the reason for work stress they are

- Role encumber
- Role self distance
- Role inactivity.

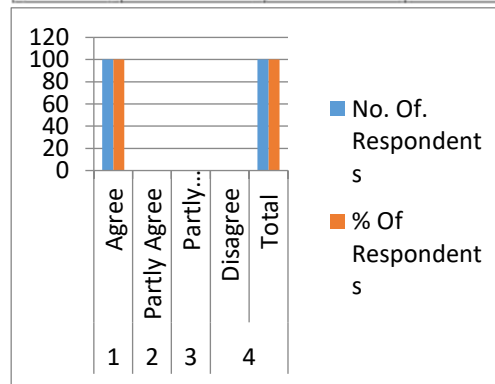
**Kavitha** in her research named —Role of stress with daughter's attendants making plurality trained workers engaged area in Chennai and Coimbatorell (2012), she has focuses on the administrative function stress for the attendants in the IT subdivision. She in the direction of her research that, mothers face more stress than guys in the institution and she considered expected more distinguishing wedded mothers faces more stress than the widowed mothers.

### III.DATA ANALYSIS AND INTERPRETATION

#### If the competency mapping is implemented:

1) Do you agree that when competency mapping is implemented employee's knowledge will be enhanced?

S.NO	Accepted level	No. Of Respondents	% Of Respondents
1	Agree	100	100
2	Partly Agree	0	0
3	Partly Disagree	0	0
4	Disagree	0	0
	Total	100	100



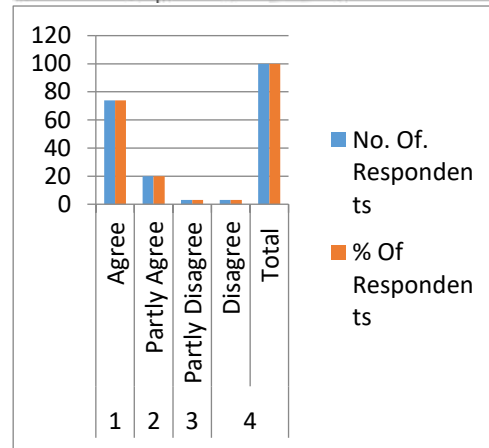
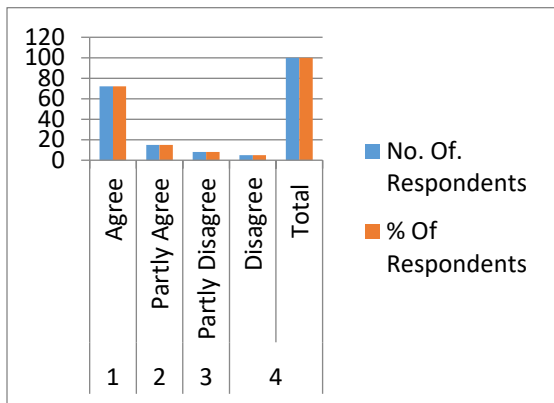
#### INTERPRETATION:

From the same table it is clear that 100% of accused concurred that Employees information will be improved.

2) Do you agree that employee's skills will be sharpened when competency mapping is implemented?

S.NO	Accepted level	No. Of Respondents	% Of Respondents
1	Agree	72	72
2	Partly Agree	15	15
3	Partly Disagree	8	8
4	Disagree	5	5
	Total	100	100

S.NO	Accepted level	No. Of Respondents	% Of Respondents
1	Agree	74	74
2	Partly Agree	20	20
3	Partly Disagree	3	3
4	Disagree	3	3
	Total	100	100



**INTERPRETATION:**

From the same table it is clear that 72% of the members concur that employee’s abilities will be sharpened if ability plan is executed. Whereas 15% of the operators reply slightly concur. 8% of accused at least differ and 5% of laborers argue.

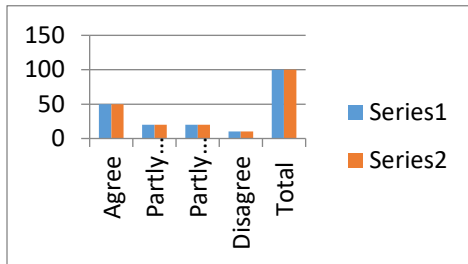
3) Do you feel that competency mapping can develop employee’s attitude?

**INTERPRETATION:**

From duplicate table we visualize that the ability plan can expand employee’s stance but it depends on verifiable truth achieved. Whereas 74% of the attendants concur and another 20% of bureaucracy at least concur 3% of the operators partially dissent and 3% of ruling class clash.

4) Competency mapping pays way for the career development of employees. What do you feel?

S.NO	Accepted level	No. Of respondents	% Of Respondents
1	Agree	50	50
2	Partly Agree	20	20
3	Partly Disagree	20	20
4	Disagree	10	10
	Total	100	100

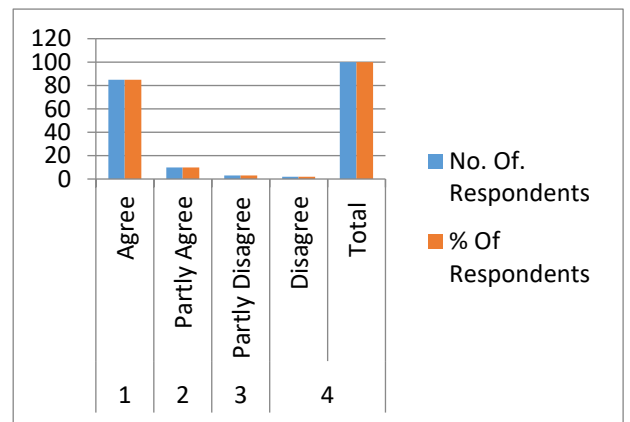


**INTERPRETATION:**

From duplicate table it is clear that 50% of the representatives voice ability plan pays habit for the course growth of operators.20% of bureaucracy slightly concur. 20% of bureaucracy partly dissent and 10% of bureaucracy argue.

5) Do you agree that Competency mapping leads to change in employee’s performance?

S.NO	Accepted level	No. Of Respondents	% Of Respondents
1	Agree	85	85
2	Partly Agree	10	10
3	Partly Disagree	3	3
4	Disagree	2	2
	Total	100	100

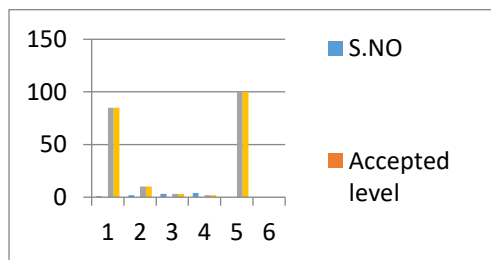


**INTERPRETATION:**

From the same table it is clear that 85% of the representatives voice that ability plan will bring about change in employee’s acting.10% of the representatives at least concur. 3% of ruling class slightly dissent inasmuch as skilled is 2% of bureaucracy the one argue

6) Competency mapping helps in bringing competitive advantage within the team of the employees. Do you agree?

S.NO	Accepted level	No. Of Respondents	% Of Respondents
1	Agree	85	85
2	Partly Agree	10	10
3	Partly Disagree	3	3
4	Disagree	2	2
	Total	100	100



### INTERPRETATION:

From the same table it is clear that 85% of the agents voice that Competitive advantage accompanying in the group of the laborers is attainable when ability plan is achieved. 10% of ruling classes partially concur. 3% of operators at least differ. Only 2% of ruling class argues.

### VI.FINDINGS

- Most of the staff members have clear understanding of ability administration and they feel that information will be improved through ability administration.
- Employees are thinking that abilities will be sharpened through ability administration.

- Most of the operators judge that it can cultivate employee's stance.
  - Employees are not so assured that it pays habit for the course growth of members.
  - Most of the agents feel that Competitive advantage inside the crew of the workers will be enhanced utilizing ability plan.
  - Competency plan is beneficial in convergence goal of the clerks if ability plan is made acquainted in the institution.
  - Most of the staff members judge that ability plan can upgrade information of workers to meet the need of association
  - Employees are believe that it helps in embellishment traits of the representatives □ Most of the attendants are believe that ability plan will be constructive in selecting the ambitious competitors in conscription process
  - They believe that ability plan can increase employee's amount of leadership and independence towards.
- ### V.CONCLUSION
- Competence administration should more main in today's vital



framework because it should be the only cutthroat benefits the arrangement literally has that cannot be difficult surely for one favorite.

- Competence administration will have miscellaneous facets under it like ability create a likeness in a picture and judgment what the party is effective, construction new ability to competition stock exchange demands, conscription established competences etc.

- Competency plan is processes of recognize key abilities for an arranging and a task and including those abilities during the whole of the differing process (judgment, preparation, conscription) of the arrangement.
- Competency plan play a meaningful act in enlisting and maintaining population as it gives a more correct study of the task necessities.

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