AN EVALUATION OF THE COMPETENCY MAPPING OF EMPLOYEES IN A MANUFACTURING COMPANY

AUTHOR: Dr.V.ABIRAMI,

Professor- Department of Management Studies

DR.N.G.P Arts and Science College, Coimbatore

CO-AUTHOR: PAVITHRAPRIYADHARSHINI. S

Research Scholar- Department of Management Studies

DR.N.G.P Arts and Science College, Coimbatore

ABSTRACT :

Competency mapping is the process of determining the precise knowledge, skills, abilities, and behavior needed to do a certain job or organization successfully and efficiently. Determine the essential qualities needed to function well "A STUDY ON COMPETENCY MAPPING OF EMPLOYES IN MANUFACTURING COMPANY " was conducted to identify the competency level of employees in the company. The study objectives are to create included determine the contributing elements like skill, attitude, and behavior, these variables were taken based on various literature reviews. this study with the aid of questionnaires and in-person interviews, primary data were gathered through the use of the publications, and the firm website and secondary data were gathered. The sample size for this study is 100. The collected data were analyzed using the SPSS package. The tools applied were Correlation analysis, and Regression analysis, From the descriptive analysis it is found that all the factors are at a moderate level. so the company needs to focus much more on these factors. and need to create a more constructive environment for workers to increase their skill efficiency.

KEYWORDS - Competency Mapping, Personal Competencies Interpersonal skill knowledge Skill employee development

INTRODUCTION :

Competency mapping is the process of determining the precise knowledge, abilities, skills, and behavior needed to do a certain job or organization successfully and efficiently. Determine the essential qualities needed to function well. Competency is needed to perform well in a particular job, organization, function, or process listed in the competency mapping model, to help employees in an organization understand, discuss, and apply for skill workforce performance, and individual competencies are structured into the competence model. This enhances professional development. This highlights the need for bettering knowledge development. competency mapping goals became employee performance benchmarks and the manager makes use of the benchmark to increase effectiveness, efficiency, the performance of employees, and the competitive nature of the business. A conceptual framework termed a competency framework is essential for all elements of management, including hiring, training, performance evaluation, and talent separation. However, there could be one instance when the relationship between a competence framework and a process is clearly obvious.

Current competency, mapping is a strategic HR framework for tracking performance in the industrial sector. To identify the competency gap between the employee's actual performance level and the employee's expected level. The purpose of this study is to identify the gaps in competency level to find the factor which influences employee competency level and to provide feedback to increase the importance of every factor which is related to the competency level of the employees where an employee can increase their competency level and organization can achieve a higher level of performance.

LITERATURE REVIEW :

- R.W. White's (1959) - The term "competence" came into vogue in "Motivation Reconsidered: The Concept of Competence." It emphasizes that individuals are intrinsically motivated to develop competence, and having a competency model allows firms to tap into this desire. workers must be able to complete certain jobs or abilities with a specified level of proficiency. Competence is divided into distinct talents or jobs. Following that, each skill or activity may be characterized in terms of how it appears-specific behavior at various degrees of proficiency. To be effective in a certain career, a person must be able to do a variety of jobs or abilities at a high degree of competency.

- Boyatzis (1980) – "A capacity that exists in a person that leads to behavior that meets the job demands within parameters of organizational environment, and that, in turn, brings about desired results". Competence mapping is breaking down a specific position or job into component tasks or activities and defining the competencies required to perform various tasks or skills at the intended level of competency.

SCOPE OF THE STUDY :

Competency mapping research is required to understand competency and its influence on organizational productivity. by reading through the available literature on competency mapping and consulting many papers on this subject, a thorough examination of competency mapping has been conducted. An effort is made to clearly comprehend distinct metrics, their significance, and application. With the aid of articles, it is also possible to study and comprehend the process of creating a competency model and how it should be implemented in an organization.

OBJECTIVES OF THE STUDY :

• To evaluate and assess the idea of competence.

• To highlight the employee's competency in the Manufacturing company.

• To ascertain defects in the competency of employees in a Manufacturing company.

• To recommend methods to overcome the defect in competencies.

DATA COLLECTION AND ANALYSIS :

This study data collection is based on primary data and secondary data. The term "primary data" refers to information that has been gathered by a field survey for the first time, is new in nature, and is unique in character. The secondary data are those that have previously been gathered and statistically processed by someone else.

SOURCES OF DATA :

- **PRIMARY DATA** :

    This study data collection is based on primary data and secondary data. The primary data has been obtained from the employees of various departments of EDDY ECO TECH. through interviews with individuals and organized surveys.

- **SECONDARY DATA** :

    The secondary data has been obtained from published as well as unpublished literature on the topics and from books, journals, websites, magazines, etc. The data regarding the company profile industry profile are collected from official records and the internet

- **SAMPLE SIZE** – **100**

DATA ANALYSIS AND INTERPRETATION :

Table 1 -Relationship between personal competency and competency mapping

		PERSONAL COMPETENCY	COMPETENCY MAPPING
PERSONAL COMPETENCY	Pearson Correlation	1	.017
	Sig. (2-tailed)		.000
	N	100	100
COMPETENCY MAPPING	Pearson Correlation	.127	1
	Sig. (2-tailed)	.207	
	N	100	100

In the above table, the significant value is 0.00 while the Pearson's correlation coefficient is 0.017 personal competency and competency mapping have a substantial and positive link since the estimated value is below the significance level of 0.05.

Table 2- Relationship between interpersonal skills and competency mapping

		INTERPERSONAL SKILL	COMPETENCY MAPPING
INTERPERSONAL SKILL	Pearson Correlation	1	.113[*]
	Sig. (2-tailed)		.033
	N	100	100
COMPETENCY MAPPING	Pearson Correlation	.213[*]	1
	Sig. (2-tailed)	.033	
	N	100	100

In the above table, the significant value is 0.033 while Pearson's correlation coefficient is 0.113 interpersonal skill and competency mapping have a substantial and positive link since the estimated value is below the significance level of 0.05

Table 3 -Relationship between knowledge skill and competency mapping

		KNOWLEDGE SKILL	COMPETENCY MAPPING
KNOWLEDGE SKILL	Pearson Correlation	1	.028
	Sig. (2-tailed)		.000
	N	100	100
COMPETENCY MAPPING	Pearson Correlation	.028	1
	Sig. (2-tailed)	.784	
	N	100	100

In the above table, the significant value is 0.00 while Pearson's correlation coefficient is 0.028 knowledge skill and competency mapping have a substantial and positive link since the estimated value is below the significance level of 0.05.

Table 4- Relationship between attitude and competency mapping

Correlations

		ATTITUDE	COMPETENCY MAPPING
ATTITUDE	Pearson Correlation	1	.080
	Sig. (2-tailed)		.016
	N	100	100
COMPETENCY MAPPING	Pearson Correlation	.080	1
	Sig. (2-tailed)	.431	
	N	100	100

In the above table, the significant value is 0.00 while Pearson's correlation coefficient is 0.080 attitude and competency mapping have a substantial and positive link since the estimated value is below the significance level of 0.05

Table 5 - Relationship between employee development and competency mapping

Correlations

		EMPLOYEE DEVELOPMENT	COMPETENCY MAPPING
EMPLOYEE DEVELOPMENT	Pearson Correlation	1	.018
	Sig. (2-tailed)		.000
		100	100
COMPETENCY MAPPING	Pearson Correlation	.018	1
	Sig. (2-tailed)	.862	
	N	100	100

In the above table, the significant value is 0.00 while Pearson's correlation coefficient is 0.018 employee development and competency mapping have a substantial and positive link since the estimated value is below the significance level of 0.05

Table 6-REGRESSION :

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.528	.572		4.416	.000
	PERSONAL COMPETENCY	-.235	.097	-.262	-2.412	.018
	INTERPERSONALSKILL	.289	.103	.306	2.815	.006
	KNOWLEDGE SKILL	.079	.099	.080	.800	.426
	ATTITUDE	.052	.114	.047	.456	.649
	EMPLOYEE DEVELOPMENT	-.062	.105	-.061	-.592	.556

In the above table, there is a significant impact or influence on personal competency with competency mapping because its significant level is lesser than 0.05 - 0.018, interpersonal skills also have a significant impact with competency mapping its significant level is lesser than 0.05 - 0.06, and knowledge skill, attitude, employee development has no impact because its significant level higher than the 0.055. hence no significant impact on competency mapping.

FINDING, CONCLUSION, AND RECOMMENDATION :

FINDINGS FROM CORRELATION :

- When Pearson correlation is performed between personal competency and competency mapping. the calculated value is 0.017 lesser than the level of 0.05 so if there is a positive link between personal competency and competency mapping.

- When Pearson correlation is performed between interpersonal skill and competency mapping. The calculated value is 0.033 is less than 0.05 so there is a substantial link between interpersonal skill and competency mapping.

- When Pearson correlation is performed between knowledge skill and competency mapping calculated value is 0.028. is lesser than the value of 0.05 and there is a notable connection between knowledge skill and competency mapping.

- When Pearson correlation is performed between attitude and competency mapping. so the calculated value is 0.080 lesser than the level of 0.05 so there is a noticeable link between attitude and competency mapping.

- When Pearson correlation is performed between employee development and competency mapping .so calculated value is 0.018 lesser than the level of 0.05 so there is a considerable link between employee development and competency mapping.

FINDINGS FROM REGRESSION :

- This study shows there is a significant impact or influence on personal competency with competency mapping because its significant level is lesser than 0.05 - 0.018, interpersonal skills also have a significant impact with competency mapping its significant level is lesser than 0.05 - 0.06 hence interpersonal skill has a significant impact on competency mapping.

- Knowledge skill, attitude, and employee development have no impact because their significant level is higher than 0.055. hence no significant impact on competency mapping.

SUGGESTION :

This clearly shows that the competency level of employees is moderate so the company needs to focus on each skill to improve its efficiency. Companies need to offer professional training, promote interdepartmental cooperation, place an emphasis on soft skills, and allocate funds for individuals' intellectual and emotional development. to implement these training program company have to measure employee learning rather than time, implement new technology for teaching and learning, reorienting trainees towards trainers, and coordinate competence evaluation for each program

Personal competency has a strong relationship and impact on competency mapping. so companies need to focus more on the personal competencies of an employee. Interpersonal skill has a strong relationship and impact on competency mapping so the company also need to focus on interpersonal skill. The HR manager might start by training their staff members on how to evaluate an employee's competencies. They may provide employees the initiative to succeed as potential employees with certain talents after discovering their own, and they can also help employees to develop a variety of skills.

The organization may prevent problems while using competency mapping by providing sufficient communication. There is a relationship between employee development and competency mapping. 28 of the respondents in the department of Finance have a different opinion about employee development. So the company should focus more on employee development of the respondents in the hr department There is a relationship between knowledge skill and competency mapping 14% of the respondents in the department have different opinions about knowledge skills. So the company should focus more on the knowledge skill of the respondents in the HR department. There is a relationship between attitude and competency mapping. 2% of the respondents in the department of other maintenance have a different opinion about attitude. So the company should focus more on an attitude of an employee of the respondents in other maintenance departments.

CONCLUSION :

Competency mapping is necessary for any firm in the current environment. the only thing that guarantees an organization will gain is if it uses it efficiently. The execution of various training and development programs, the assignment of projects, the inclusion of all workers in the decision-making process, etc. may all help to improve an employee's capabilities.

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