

A Study on Competency Mapping of the Employees with Reference to the Supreme Industries Limited

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ABSTRACT

In an increasingly competitive business environment, organizations like Supreme Industries Limited face the constant challenge of ensuring their workforce possesses the necessary skills and knowledge to deliver exceptional performance. This study delves into the critical domain of competency mapping, aiming to illuminate the skills and knowledge gaps within Supreme Industries Limited's workforce. The study embarks on a thorough exploration of the organization's current competency framework, meticulously analyzing its effectiveness in identifying and developing crucial employee skills. Through a comprehensive analysis of employee data and insightful stakeholder consultations, the study aims to unveil potential discrepancies between employee skillsets and desired performance outcomes. This research goes beyond mere analysis, actively seeking to bridge the skills gap. By meticulously reviewing existing competency mapping tools and incorporating valuable stakeholder insights, the study proposes the development of a more robust and strategically aligned competency mapping framework. This enhanced framework will serve as a crucial tool for Supreme Industries Limited, empowering them to cultivate a workforce equipped with the necessary skills and knowledge to achieve sustainable organizational success.

KEYWORDS: Competency mapping, Employee skills, Performance management, Employee engagement

1. INTRODUCTION

In the dynamic landscape of modern business, understanding and harnessing the strengths of an organization's workforce stand as pivotal determinants of success. This study delves into the intricate realm of competency mapping within the context of Supreme Industries Limited, aiming to explore and evaluate the skills, attributes, and proficiencies of its employees. As industries evolve and demand diverse skill sets, comprehensively mapping the competencies of employees becomes a strategic imperative for organizations to optimize performance, foster growth, and remain competitive. Within this framework, this study scrutinizes the intricacies of competency mapping as it pertains to the esteemed workforce of Supreme Industries Limited, shedding light on its significance and implications within the broader spectrum of organizational effectiveness and efficiency.

1.1 OBJECTIVES

- To identify competencies factors for organizational effectiveness
- To identify competencies factors for organizational effectiveness
- To know about the level of awareness about the competency mapping among the employees.

2. REVIEW OF LITERATURE

Anusha Prabha (2018): Explored competency mapping at Sri Saravana Industries, Coimbatore, focusing on personnel development needs. Used Simple Percentage Analysis, Chi-square Test, and One-way Anova on 150 employee samples.

Neha Butt (2020): Conducted a review study on competency mapping in organizations, emphasizing the importance of human resources. Used Simple Percentage Analysis on 150 samples to examine skill mapping, types, and the identification process.

R. Yuvaraj (2011): Studied competency mapping as a drive for Indian industries, emphasizing the role of HRM in aligning skills and competencies. Addressed the need for skill mapping in HR management initiatives.

Smithesh G and Dr. A. Shameem (2018): Investigated competency mapping's impact on HR deliverables in the reality sector. Explored its role in performance appraisal, selection, and hiring processes.

S. Manju, Dr. D. Jayanthi, N. Kowsalya (2020): Explored competency mapping among ITES employees in Coimbatore, focusing on effectiveness and alignment with organizational goals. Used Simple Percentage Analysis and Anova on 120 samples.

Dr. P. Suguna, T. Tamil Selvi (2013): Studied competency mapping in garment firms in Tirupur district, evaluating personnel competency levels and benefits. Used Simple Percentage Analysis, Chi-square Test, and Anova on 50 samples.

3. RESEARCH METHODOLOGY

Research methodology encompasses a structured approach to conducting research, guiding the researcher through the entire process. It comprises several key components. First and foremost, the research design outlines the type of research (qualitative, quantitative, or mixed methods) and the approach (deductive, inductive, or abductive) along with the strategy employed, whether it's a case study, experiment, survey, or observation. It also includes the formulation of hypotheses or research questions to direct the study. Data collection is a crucial aspect, involving decisions on data sources, collection methods (such as interviews, surveys, or content analysis), the instruments used (questionnaires, equipment), and sampling procedures to select a representative sample.

4. DATA ANALYSIS AND INTERPRETATION

TABLE 1. SHOWING CHI-SQUARE ANALYSIS

CHI-SQUARE TESTS

	Value	df	Asymptotic Significance (2-sided)
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Pearson Chi-Square	147.742a	16	0
Likelihood Ratio	148.488	16	0
Linear-by-Linear Association	2.2	1	0.138
N of Valid Cases	105		

a 19 cells (76.0%) have expected count less than 5. The minimum expected count is .95.

TABLE 2. SHOWING REGRESSION ANALYSIS REGRESSION

Model		Unstandardized Coefficients		Standardized Coefficients	t
		B	Std. Error	Beta	
1	(Constant)	2.163	0.261		8.302
	The company provided adequate support for employee health and wellness	0.003	0.096	0.004	0.036

a. Dependent Variable: Satisfaction with your benefits provided by the company

b. Predictors: (Constant), The company provided adequate support for employee health and wellness

CORRELATION

		SATISFACTION OF THE COMMUNICATION AMONG TEAM MEMBERS	SATISFACTION OF THE RECOGNITION YOU RECEIVE FROM YOUR TEAM
SATISFACTION OF THE COMMUNICATION AMONG TEAM MEMBERS	Pearson Correlation	1	0.016
	Sig. (2-tailed)		0.872
	N	105	105
SATISFACTION OF THE RECOGNITION YOU RECEIVE FROM YOUR TEAM	Pearson Correlation	0.016	1

	Sig. (2-tailed)	0.872	
	N	105	105

5. FINDINGS

CHI-SQUARE

(Ho): There is no significant association between satisfaction with knowledge and skills and the perception of the company's encouragement and support for continued learning.

(Ha): There is a significant association between satisfaction with knowledge and skills and the perception of the company's encouragement and support for continued learning.

RESULT: it is inferred that there is significant association between satisfaction with knowledge and skills and the perception of the company's encouragement and support for continued learning

REGRESSION

(Ho): There is no significant relationship between the company's provision of adequate support for employee health and wellness and satisfaction with benefits.

(Ha): There is a significant relationship between the company's provision of adequate support for employee health and wellness and satisfaction with benefits..

RESULT: ,it is inferred that there is no significant relationship between "The company provided adequate support for employee health and wellness" and "satisfaction with your benefits provided by the company

CORRELATION

(Ho): There is no significant relationship between satisfaction of communication among team members and satisfaction of the recognition received from the team.

(Ha): There is a significant relationship between satisfaction of communication among team members and satisfaction of the recognition received from the team.

RESULT: , ,it is inferred that satisfaction of the communication among team members there is no significant relationship between satisfaction of the recognition you receive from your team

CONCLUSION

In conclusion, the findings of this study contribute not only to the academic understanding of competency mapping but also provide actionable insights for Supreme Industries Limited to strengthen its human capital management strategies. As the company implements the recommendations, it is anticipated that employees will be better positioned to contribute to the organization's success, fostering a culture of competence, innovation, and sustained competitive advantage.

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