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Nahrs Competency Mapping Process of for Organization

Competency mapping is the way of identification of the competencies that required performing successfully a given job a set of tasks at a given point of time. It generally examines by two areas emotional intelligence or emotional quotient and strengths of the individual in areas like team structure, leadership, and decision-making.

Areas of Implementation for Competency Mapping

Recruitment and selection

Knowledge can be used to make a design for use in employment and choice. Information on the level of an experience required for effective efficiency would be used to figure out the experience levels that new employees should have. Based on the recognized distinction, experience information may take the form of habits, skills, skills and other features.

Competency based choice can be a way to gain very competitive advantage. Some of these benefits are detailed below:

There is high turnover due to high failure rate among new hires. The organization needs to identify new hires with the potential to become future managers or leaders.

A gap between the competencies needed and what the organization can hire for indicates the training new hires will need.

A lengthy training period may transpire before new hires become productive. New hires with the competencies to do a job become fully productive faster.

Training and Development

It involves identifying gaps and helping employees develop in the right direction. Knowing the competency profile for a position allows individuals to compare their own competencies to those required by the position or the career path. Training or development plans could focus on those competencies needing improvement.

If the training programs can be aligned to the development needs emerging out of the appraisal system and to the market led training needs they can contribute better to both individual and business objectives. This can be achieved in the following manner:

Firstly determine the competencies for a particular position

Secondly identify the competencies of the person holding that position

By mapping the competencies, identify gaps in terms of the competencies for that role and the competencies of the person doing that role to diagnose the training and development needs.

Identify the most appropriate training and development methodology for each trainable competency

Career and succession planning

It involves assessing employees'™ readiness or potential to take on new challenges. Determining a person job fit can be based on matching the competency profile of an individual to the set of competencies required for excellence within a profession. Individuals would know the

Competencies required for a particular position and therefore would have an opportunity to decide if they have the potential to pursue that position or not.

Rewards and Recognition

Competency based pay is compensation for individual characteristics for skills and competencies over and above the pay a job or organizational role itself commands. One way of improving employee performance is by recognizing and rewarding effort. Competency pay is the best way to do so. Rewarding employees for their ability to make the best use of their skills and competencies in accordance with the organization's™ needs was the logic behind this once popular HR tool.

Various elements are considered for arriving at compensation increase. Enhancement in competencies has to be one of them. There is a need for competency based compensation system

To attract more competent than average employees

To reward for results and competencies developed

To motivate employees to maintain and enhance their skills and competencies regularly

By rewarding employees who develop relevant competencies the organization can benefit by improving its own capability to face the future

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