



Competency Analysis of Employees

Akilavathi. R¹ and Dr. S. Sudha²

PG Student¹, Professor²

School of Management Studies, VISTAS, INDIA

sudha.sms@velsuniv.ac.in

ABSTRACT:

Competency is the collection of abilities, attitudes, and information needed to carry out a task successfully and efficiently. This study aims to competency analysis prevailing in the organization. Examine the factors contributing to employees competencies. Analyze the relationship between leadership competency ,teamwork competency, innovation competency and employee competency. Descriptive Statistics, Correlation and Linear Regression, was used in SPSS 28 & E Venue 7.this study used to find out how competency analysis help to increases employee performance.

Keywords: leadership competency analysis, teamwork competency analysis, innovation competency analysis & competency analysis

1. INTRODUCTION

Competency analysis is a strategic human resource framework model for monitoring the performance of both employees and employers as whole organization. Competency-based approaches are becoming increasingly popular among modern businesses in the fiercely competitive and globalized corporate world. The way the sector is perceived is changing due to factors including digitalization, personalization, globalization, and heightened rivalry. Through constant skill and competency development for staff members, they want to achieve optimal performance over the long run. In order to build and serve as the basis for workforce practices, it is necessary to ascertain the knowledge, skills, and process abilities required to carry out the organization's business activities.

2. RESEARCH OBJECTIVE

- To examine the factors contributing to employees competencies
- To analyze the relationship between leadership and employee competency
- To analyze the relationship between teamwork, innovation and employee competency.
- To identify the existing competency level of the employees.
- To identify the importance of various competencies in performing the job at different departments.

3. LITERATURE REVIEW

Figueiredo, Paula Cristina Nunes, Maria Jose Sousa, and Eduardo Tome. (2023) "Integrative model of the leader competences." the leader competences allows the choice and implementation of a competence model with a wide range of competences considered as essential in the organizational context by several researchers. This model supports the organization's human resources development process by making it easier to identify the competencies that need to be developed.

Charosky, Guido, et al. (2022)"Developing innovation competences in engineering students: a comparison of two approaches." study discusses innovation competencies with the goal of learning how to better create instructional strategies to enhance them. We evaluate the results of two groups of Telecom Engineering students taking a capstone course that uses a challenge-based course with Design Thinking and a traditional product development project approach through content analysis.

Perez-Lopez, M.C (2022) In their study "Examining teamwork competencies" Although it is widely acknowledged that good conflict resolution and teamwork skills are crucial for entrepreneurship education, little is known about how these elements combine to affect the effectiveness of entrepreneurial teams.

Black, Simon A. (2021) "A leadership competence framework to support the development of conservation professionals". study examines the significance of several different leadership techniques that have been previously noted in literature's leadership frameworks. Through an online survey, 111 varied conservation professionals from around the world were asked to rate the relative relevance of these approaches. Six factors that best explained variations across 68 leadership items in a structure that was stable, dependable, and valid were identified by a principal components analysis.

Golinski M. (2021) In their study "Analysis of factors influencing the teamwork competences" is pointed out that article is to examine the relationship between the features that might influence how well students (future managers) develop their teamwork skills when they begin their professional careers. In the context of human resource management, specifically employment and employee development, it is critical to determine which social competencies, and to what degree, strengthen teamwork skills. The research focuses on the analysis of a chosen feature and its impact on employment opportunities or the efficiency of tasks completed.

Almerich, J suarez-Rodríguez (2020) In their study "Teamwork competences and high- skill competences" is pointed out that study aims to establish the relationship between high-skill competencies and ICT competencies. The findings show a statistically significant and favorable relationship between ICT competencies and the other two categories of competencies that were taken into consideration: teamwork and higher-order thinking skills. Furthermore, the two high-skill competency sets have a stronger relationship with pedagogical competencies. This implies that training programs should prioritize teaching 21st-century skills and emphasize ICT pedagogical competencies.

Cleveland, S., & Cleveland, M. (2020). "Leadership competencies for sustained" study explores on project success across multiple domains with the intent to identify a set of leadership competencies that lead to successful project initiatives. The results of the study identify a host of leadership skills that align to leadership styles: equitable, servant, collaborative, and transformative. A leadership framework is proposed to associate the competencies to the styles.

Ovbiagbonhia, A.R : In their study (2019) "innovation competence" is pointed out that competence and whether or not students believe they have mastered it. The purpose of this study was to map students' views of the learning environment in relation to how they saw their own innovation competency as well as how their schools' curricula were geared toward fostering innovation competence. Only a small portion of students felt that their learning environment was supportive of their ability to innovate. The findings imply that teaching and evaluating innovation competency may require a more overt and structural focus at institutions.

4.HYPOTHESIS

H1: There is a positive relationship among leadership competency analysis, teamwork competency analysis and innovation competency analysis towards competency analysis.

H2: There is a positive model fit among the variables.

5.RESEARCH METHODOLOGY

The research methodology aims is to examine the factors contributing to employees competencies. The research methodology used to analyze the relationship between leadership. Teamwork, Innovation and employee competency . the methodology involves an exhaustive literature review to identify existing knowledge and gaps. Specific research questions are formulated, focusing on Competency analysis of employees.

6.RESULTS AND DISCUSSION

6.1 DEMOGRAPHIC PROFILE OF THE RESPONDENTS

No.	description	frequency	percentage
1	Age		
	Below 20	21	13.4
	20 – 25	94	63.1
	30 – 40	32	21
	41 – 45	3	1.9
	Above 45	7	4.5
2	Gender		
	Male	67	47.1

	Female	83	52.9
3	Monthly Income		
	Below 10000	17	10.8
	10000 – 20000	46	29.9
	20000 – 30000	58	39.5
	Above 30000	29	19.7
4	Experience		
	1 – 2 years	63	41.4
	2 – 5 years	65	44.6
	More than 5 years	22	14
5	Frequency in review & modification of the competency analysis		
	As per need	41	28
	Every 2 years	11	8.3
	Every 6 months	48	31.2
	Every year	50	32.5

INTERPRETATION

The large group is 20 – 25 constituting 63.1% of the sample, followed by 30 – 40 (21%), indicating the your demographic profile. Female comprise a majority at 52.9%, while males account 47.1% of the respondent, indicating the gender imbalance in the sample. The majority of the respondents fall within the 20000 – 30000 income (39.5%), followed by 10000 – 20000 income (29.9%) indicating a diverse income distribution with the surveyed population. Experience majority of the respondents fall between the 2 to 5 years 44.6%, followed by 1 to 2 years with 41.4%. Frequency in review & modification of the competency analysis majority of the respondents for the every year (32.5%), followed by every 6 months (31.2%). overall the sample appears to be diverse in terms of age, gender, monthly income ,experience , Frequency in review & modification of the competency analysis providing a comprehensive representation of different demographics within study population.

DATA ANALYSIS

Correlations

A statistical measure know a correlation shows how much two or more variables fluctuate in connection to one another.

H1: There is a positive relationship among leadership competency analysis, teamwork competency analysis and innovation competency analysis towards competency analysis.

INTERPRETATION

the correlation matrix reveals strong positive relationships among leadership, teamwork, innovation competencies, and the overall competency analysis. Each specific competency analysis correlates positively and significantly with others, indicating their interconnectedness. A correlation coefficient of 0.695 suggests a robust positive relationship. Those proficient in teamwork often demonstrate innovation skills. Hence the alternate hypothesis is accepted.

REGRESSION:

ANOVA

H1:The alternate hypothesis would be that at least one if the independent variables has a significant relationship with the dependent variables.

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	584.096	3	194.699	44.880	.000
	Residual	633.378	146	4.338		
	Total	1217.473	149			

INTERPRETATION

The ANOVA table displays the results of a regression analysis, indicating significant differences between the groups. The regression model explains a substantial portion of the variance (584.096) with a high F-value (44.880, $p < 0.001$), suggesting a strong relationship between the predictor variables and the outcome. The residual variance (633.378) is relatively small compared to the explained variance, affirming the model's adequacy. Hence the alternate hypothesis is accepted.

COEFFICIENT

Model		Unstandardized Coefficients		Standardized Coefficients	t
		B	Std. Error	Beta	
1	(Constant)	5.016	1.386		3.618
	Leadership competency analysis	.086	.078	.092	1.101
	Teamwork Competency analysis	.156	.080	.173	1.945
	Innovation Competency analysis	.641	.089	.523	7.233

INTERPRETATION:

The Predictor Variables value for Innovation Competency Analysis is 0.523, standardized coefficient for Teamwork is 0.173. The above Predictor Variables contributes to the Effectiveness of Competency Analysis. The standardized coefficient for Leadership Competency Analysis is 0.092 which contributes lesser to the Competency Analysis. The R squared value for All the Independent variables together impact the Dependent variable with 69.3%.

CONCLUSION

Overall, the Study emphasize the significance of diverse competencies and demographic factors in organizational dynamics and performance. The study finds a positive relationship between three important factors innovation, teamwork, and leadership and employees' competency. Good leadership stimulates employees' creativity and promotes productive teamwork, which improves the organization's overall competency.

REFERENCES

- Almerich, G.; Suarez-Rodriguez, J.; Diaz-Garcia, I.; Cebrian-Cifuentes, S. teamwork competences (2020): The relation of ICT competences with teamwork competences in university students.
- Black, Simon A. (2021) "A leadership competence framework to support the development of conservation professionals".
- Charosky, Guido, et al. (2022)"Developing innovation competences in engineering students: a comparison of two approaches." European Journal of Engineering Education.
- Cleveland, S., & Cleveland, M. (2020). Leadership competencies for sustained project success. International Journal of Applied Management Theory and Research (IJAMTR).
- Figueiredo, Paula Cristina Nunes, Maria Jose Sousa, and Eduardo Tome. (2023) "Integrative model of the leader competences." European Journal of Training and Development.
- Golinski, M. (2021). Analysis of factors influencing the teamwork competences of managers taring their professional career. European Research Studies Journal.
- Ovbiagbonhia, A.R., Kolloffel, B. & Brok, P.d. (2019) Educating for innovation: students' perceptions of the learning environment and of their own innovation competence. Learning Environ Res.
- Pazos, P.; Perez-Lopez, M.C.; Gonzalez-Lopez, M.J. (2022) Examining teamwork competencies and team performance in experiential entrepreneurship education: Emergent intragroup conflict as a learning triggering event.