COMPETENCY MAPPING: A TOOL TO IMPROVE ORGANISATIONAL CLIMATE

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ABSTRACT

Purpose- The objective of this paper is to consider competency mapping as a tool, to evaluate the existing status of organisational climate and also suggest how the top level executives use it to improve organisation climate of any organisation, whether it is a production industry or a service industry.

To become a successful manager, leader, entrepreneur one should need some treats in their personality which may be inherent or developed. Through competency mapping we can know about the real status of organisational human asset, their expected pattern of work, we also come to know the performance amplifiers etc. Thus by using competency mapping we are also able to create and healthy work environment that is a sound organisational climate.

Structure of the Paper - The paper is well structured. In the first section, the research background is briefly described. In the second section, the research context and methodological notes are presented. In the third section, the results of the “diagnosing phase” of the project are described. Finally, in the last section, conclusions and suggestions for future research are provided.

Originality/value – The paper contributes to the strategist and to police formulators as well as it is also helpful for the department head and for the group leader who are responsible to develop a working climate for their workers. As the result of the study demonstrate the human behaviour and their expectation pertaining to the organisational work scenario.

Design methodology and approach-the paper is conceptual and is an approach to identify the parameters used to evaluate the competencies of the organisation and also of the people who are working in this organisation. By reviewing the literature about the competence mapping we try to establish a link between the study of competency and organisational climate.

Findings – the result of the study indicates how to develop and maintain a work climate? The efforts also explore how the assessment of competencies helps managers to establish sound organisational climate?

KEYWORDS : competencies; competency mapping, organisational climate