HIDDEN COMPETENCIES – A NOVEL FORCASTER OF ACADEMIC ACHIEVEMENT

DR. ANJU VERMA*, POOJA**

*ASSISTANT PROFESSOR, HARYANA SCHOOL OF BUSINESS, GURU JAMBHESHWAR UNIVERSITY OF SCIENCE AND TECHNOLOGY, HISAR, HARYANA, INDIA

**RESEARCH SCHOLAR, HARYANA SCHOOL OF BUSINESS, GURU JAMBHESHWAR UNIVERSITY OF SCIENCE AND TECHNOLOGY, HISAR, HARYANA, INDIA

ABSTRACT

Competency is a key term associated with the ability of a person in doing a job in an effective manner. Iceberg model classifies competencies in two categories namely visible competencies (knowledge and skills) and hidden competencies (self-concept, traits and motives). This paper seeks to analyze the available literature relating to relationship of hidden competencies (academic self-concept, achievement motivation and personality traits) with academic achievement in a theoretical and statistical manner. The purpose of this paper is to find out how far this line of research has been progresses and what areas are still awaiting study. The theoretical framework includes the depiction of papers based on year of study, journals and the nature of themes discussed with in the available literature. The statistical analysis involves the comparative analysis of the collected studies based on the nature of sample units and statistical techniques used to analyze the data.

KEYWORDS: Hidden Competencies, Academic Self-Concept, Achievement Motivation, Personality Traits and Academic Achievement.