

Competency Mapping

3 Step Process

- Step 1: Frame the Competence Map for a job role
- Step 2: Competency Assessment
- Step 3: Competency Grading

Corporate Advantage

- Candidate Appraisal for recruitment
- Employee Potential Appraisal for promotion or functional shift
- Employee Training Need Identification
- Employee Performance Diagnostics
- Employee Self Development Initiatives

Step 1: Frame the Competence Map for a job role

- Understanding Job Positions
- Data Collection
- Role definition and job detailed job descriptions with Job Factors
- Competency Map

Step 2: Competency Assessment

- Tool used : Behavioral Interview/ Employee Survey Method
- Behavioral Interview: One to one interaction with employees. Descriptive and situational based questions.
- Survey Method: Detailed Questionnaire to be filled by employees with situational examples to support

Step 3: Competency Grading

- Grades are allotted to each employee at different levels, based on the competency map and the assessment.
- A percentage grid would be designed.
- Training needs would be identified for departments