

COMPETENCY SKILL OF TEACHERS TOWARDS ORGANIZATIONAL COMMITMENT – MADURAI DISTRICT

Author: I.Manuel Raj

Research Scholar

Department of Management Studies

Madurai Kamaraj University,

Madurai – 625021

Co- Author Dr.K.CHANDRASEKARAN

Assistant Professor

Department of Management Studies

Madurai Kamaraj University,

Madurai – 625021

1.1 Introduction

Human resources (HR) in any organization can be divided into four categories using two simple yet effective criteria to the capability to study and the willingness to learn. Individuals who are huge on both counts are the stars of the workplace. They need to be encouraged and rewarded. Individuals who are low on both dimensions often may need to be retrenched in the interests of maintaining or improving organizational efficiency. The in-betweens are those who are huge on the capability to study but low on willingness to study; - who need to be re-trained; and those who are more on the willingness to study but less on the capability to study; - who need to be redeployed. Many organizations however, are unable to effectively manage these four categories of employees, often because they are unable to match employee with category reliably. As a outcome, even those organizations that have the will to proactively control their Human Resources (HR), eventually are rendered powerless to influence transformation in their workers. Competency mapping involves the measurement of an individual's competencies. Measures contains cognitive ability analyses, bio-data instruments, structured interviews, job skill analyses, diagnostic and promotion analyses, and calculation of consumer service, and social knowledge. With the advent of developed agency responsibility for staffing decisions, valid personnel selection mappings are more crucial than ever. The Office of Personnel Management's research and development staff are experts in producing selection methods that can be tailored to specific agency needs.

1.2 Significance of the study:

Competency mapping is not a kind of reward but competency is key performer for commitment towards Job or Organization. In this background, the present study is chosen to explore the competency skill of teachers towards organizational commitment.

1.3 Objectives of the Study

This present study on “Competency Mapping” was taken up with the following objective in mind.To identifies the various competencies possessed by the teachers towards organizational commitment.

1.4 Scope of the Study

This study is restricted only to key roles in the organization. The key roles are determined only by the top management, and the researcher will collect the data from the HR department.

1.5 Research Methodology

Research methodology is a way to systematically solve the study issues. It may be understood as a science of considering how study is done scientifically. It is important for the researcher to know not only the techniques but also the methodology.

1.6 Research Design

Research design is purely and simply the framework or plan for a study that guides to collect the data for analysis. Descriptive research includes survey and fact-finding enquiries of various kinds. The main aim of descriptive research is description of the state of affairs as it survives at present. In social science and business research we entirely often use the term ex post determinant research for descriptive research analysis. Primary data are those that are gathered afresh and for first time, and thus happen to be original in personality. Primary data is gathered from the company. The data is gathered directly from various employees. Such data is collected through questionnaire. Systematic Random Sampling was adopted in this survey. A part of the population, or a subset from a set of units, which is provided by some process or other, usually by deliberate section with the object of investigating the properties of the parent population, or set. The sample size of this survey was 100. The important statistical tools used in this survey are Percentage analysis and Spearman's rank correlation coefficient.

1.7 Spearman's Rank Correlation Coefficient

The coefficient of rank correlation is based on the various values of the variety and is denoted by R. It is applied in the problems in which data cannot be analysed quantitatively but qualitative mapping is possible such as beauty, honesty etc., In this case the best individual is given rank number 1, next rank 2 and so on. The coefficient of rank correlation is given by the formula. $R = 1 - \frac{6 \sum D^2}{n(n^2 - 1)}$ Where D^2 is the square of the difference of corresponding ranks & n is several pairs of observation.

Over All Rank for the Skills

S.no	Skills	Values	Rank
1	Team work	0.9991	7.5
2	Presentation skill	0.9998	1
3	Interacting with various groups of people	0.9997	2.5
4	Conflict resolution	0.9991	7.5
5	Leadership	0.9997	2.5
6	Analytical skill	0.9995	5

7	Time management	0.9996	4
8	Planning	0.9992	6
9	Organizational processes	0.9984	11
10	Innovation and creativity	0.9983	12
11	Communication skill	0.9975	15
12	Decision making	0.9979	13
13	Marketing awareness	0.9988	10
14	Problem solving	0.9991	7.5
15	Technical skill	0.9977	14

From the above table shows that the employees have ranked the presentation skill in the first and the communication skill is ranked last.

1.8 FINDINGS

Team Work:

- ❖ 39% of the employees are excellent and work effectively in a collaborative team setting with others to complete a set of tasks.

Presentation Skill:

- ❖ 36% of the employees are average in logical and attractive presentation, tailored to the audience and submit with clarity and certainty.

Interacting With Different Groups of People:

- ❖ 36% of the employees are very good and excellent in the capability to communicate with a Works well in cross-functional groups with peers, subordinates and seniors; encourages participation and involvement by team members through being open and approachable.

Conflict Resolution:

- ❖ 39% of the employees are average in a capability to keep calm in a heated position and work with the individual included forming a constructive and positive way forward.

Leadership:

- ❖ 38% of the employees are very good in the ability to take a lead role in a situation to get other people to take on activities and to work together to achieve a shared objective.

Analytical Skill:

- ❖ 37% of the employees are average in the ability to interpret a range of information and draw out the key issue of concern and their implications in relation to a specific task.

Time Management:

- ❖ 39% of the employees are average in planning and delivering a range of activities to ensure each critical milestone and deadlines are achieved effectively.

Planning:

- ❖ 38% of the employees are very good and excellent at setting out the different stages involved in delivering on activity and plan what needs to be done and when to achieve each stage, and ensure the overall success of the activity in question.

Organisational Processes:

- ❖ 46% of the employees are average in the awareness of organizational Processes such as inductions, supervision and mentoring and can use these to maximize their individual performance and personal development.

Innovation and Creativity:

- ❖ 46% of the employees are very good at demonstrating an inquiring mind and encouraging new ideas.

Communication Skill:

- ❖ 46% of the employees are average in conveying ideas and information clearly and in a manner appropriate to the audience.

Decision Making:

- ❖ 47% of the employees are very good at evaluating the implications of various options before deciding on a course of action and then showing commitment to and accountability for that decision.

Marketing Awareness:

- ❖ 43% of the employees are very good in understanding basic marketing principles in order to set up a system to tap into customer.

Problem Solving:

- ❖ 38% of the employees are very good and excellent in identifying issues, gathering all relevant information, interpreting the facts and exploring all possible solutions.

Technical Skill:

- ❖ 46% of the employees have the capability to examine technical knowledge in other group members and use them efficiently to achieve the task.

Personal Skill:

- ❖ In personal skill 9% of the employees understand self & others in critical, that 7% of the employees have got planning, motivation, continuous improvement, conceptual thinking, performance management, risk taking, and organizational design & development in important.

Critical Thinking Skill:

- ❖ In critical thinking skill 11% of the employees have got prioritizing, planning, creativity, resource allocation and their logical thinking is efficient in some situations but not in other, 12% of the employees have got Fiscal responsibility and is effective most of the time and 11% of the employees have got ethics, logical thinking and learning and effective all the times.

Interpersonal Skill:

- ❖ In interpersonal skill 12% of the employees have got intermediate in conflict management, 12% of the employees have got advance in articulating and 10% of the employees have got expert in self confidence.

1.9 Suggestions

The researcher was able to perceive through the analysis of data collected from the respondents that the employees had a positive attitude towards the existing competency mapping.

- ❖ The supervisory / management staff should determine the competencies needed to accomplish their objectives.
- ❖ To develop a competency mapping, people should match their skills based on skill mapping process.
- ❖ Ability to increase resources by being trained in latest communication technology.
- ❖ Capability to think of new methods to look at issues and detect patterns in systematic reactions.
- ❖ Worked with others in work team and determine skills using a directive approach.
- ❖ Use well organized action scheme and delegates tasks through teamwork and situational management to make society accountable.
- ❖ Ability to gain, use & disseminate knowledge to oneself, team members and others.
- ❖ Tendency to think over problem before taking action, can appropriately & consistently decide when to act & when to delay.

1.10 Conclusion

From the above study shows that the competency skill mapping is average to excellent strength of 100 teachers' competencies identified. Members also recorded positive innovation in supervisory or management as an outcome of the feedback and insight they taken from their member in the mapping. Several themes and

patterns emerged in each of the competencies were observed. The participant in competency mapping took positive steps to improve their skills in areas identified, as needs for development during the skill mapping process. To understand the current skill levels for meeting the job requirements and check out suitable development plans including redeployment & exit. To assess the current skill levels of the supervisory / management staff. The valid aim of setting these test however, is to apply them for an institutionalized approach, to drive work and to achieve higher levels of effectiveness in everything in a corporate entity. Such an organized approach will enable to successfully face the enormous challenges from within and outside the company and be truly globally competitive.

References

Books:

Shirelyfletcher - Competency based mapping techniques.

Thomas grisso -Evaluating competencies.

Nationalproductivity council, Chennai - Competency mapping.

S.P.Gupta - Statistical methods.

C.R.Kothari - Research Methodology.

Web sites:

www.cogology.net

www.butrain.com

www.iskill.com

www.uc.edu

www.elwa.com

www.qualitymeasures.ahrq.gov

www.injuryed.org

