



SNS COLLEGE OF ENGINEERING

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DEPARTMENT OF MANAGEMENT STUDIES

COURSE NAME : 19BA315 STRATEGIC HUMAN RESOURCE MANAGEMENT

II YEAR /III SEMESTER

Unit IV - COMPETENCY DEVELOPMENT & CAREER

Topic 1 - Competency Mapping Model



COMPETENCIES

◀ DEFINITION:

- ◀ “Competency is knowledge, skill ability or characteristic associated with high performance on a job”.
- ◀ “Competency is an underlying characteristic of a person which results in an effective and/or superior performance in a job”.

◀ CHARACTERISTIC:

- Skill
- Knowledge
- Self image
- Trait
- motive



TYPES OF COMPETENCIES

- Behavioural competencies
 - Types:
 - ◀ - Individual competencies
 - ◀ - Managerial competencies
 - ◀ - Analytical competencies
 - ◀ - Interpersonal competencies
 - ◀ - Motivational competencies
- Technical competencies
 - ◀ - Analysing technical competencies/Functional Analysis



COMPETENCY MAPPING

◀ Competency mapping is the process of identifying the specific skills, knowledge, abilities, and behaviours required to operate effectively in a specific trade, profession, or job position.



COMPETENCY MAPPING





CAREER CONCEPTS

◀ DEFINITION OF CAREER

“Career is the activities and positions involved in vocations, occupations and jobs as well as related activities associated with an individual’s lifetime of work.”

NATURE OF CAREER

- ◀ Unique
- ◀ Dynamic
- ◀ Simultaneously Continuous and Discontinuous



CAREER STAGES

- ▶ **Career: Definition**

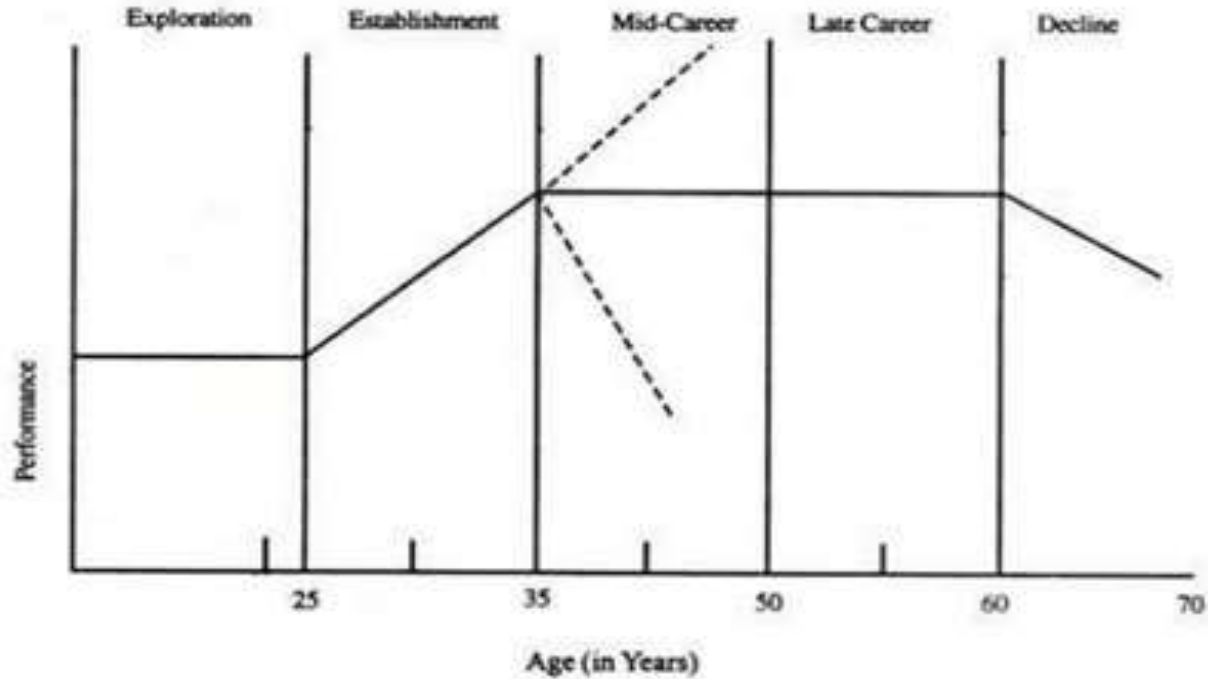
Career stages are the various phases which an employee or a business professional goes through. These career stages highlight the beginning of the job, growth in the organization, middle stages of the career and the last & decline stages of the career.

- ▶ **Stages of career development model**

1. Exploration
2. Establishment
3. Mid-career
4. Late career
5. Decline



CAREER STAGES





CAREER STAGES

- ◀ **EXPLORATION** : A career stage that generally ends in the mid-twenties when one makes transition from formal education to job .We start exploring about different career opportunities. Our decision for career gets influenced by parents, peers and the financial resources. It is a time when a number of expectations about one's career are developed, many of which are unrealistic.

- ◀ **ESTABLISHMENT** : this period begins when we start the search of work and also includes accepting the first job, acceptance by peers, learning about the job and gaining the first taste of success or failure in the real world.

- ◀ Problems in exploration period
 - ◀ Finding a niche
 - ◀ Making your mark
 - ◀ characterized by making mistakes.



CAREER STAGES

- ◀ **MID-CAREER** : A stage marked by:-
 - ◀ Continuous improvement in the performance
 - ◀ Leveling off in the performance
 - ◀ Beginning of deterioration process

- ◀ Possible outcomes of mid- career
 - ◀ Some employees reach their early goals and go on to even greater heights.
 - ◀ Other may suffer from plateaued mid -career



CAREER STAGES

- ▶ **Late career stage** : A career stage in which neither the person is learning about their jobs nor they are expected to outdo their level of performance from previous years. It also has two affects on:
 - ▶ Individuals who have grown in mid career stage
 - ▶ Individuals who have stagnated or deteriorated
- ▶ **Decline (Late Stage)** : This the final stage in one's career which is usually marked by retirement. This is the difficult stage for everyone but hardest for those who have had continued successes in the earlier stages and then comes the time has come for retirement.
- ▶ Hence, this concludes the definition of Career Stages along with its overview.

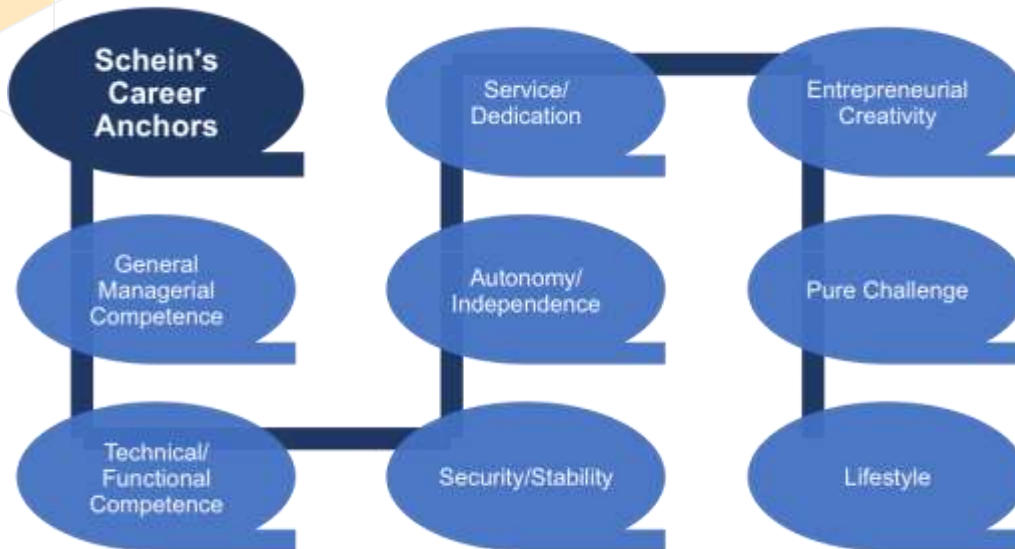


CAREER ANCHORS

- ▶ A career anchor consists of the individual's talents, motives and values as perceived by himself/herself, which the individual uses to delimit motives and stabilizes his or her career.
- ▶ As an individual is likely to make job selections that are consistent with his/her self-image career anchors can serve as a basis for career choices.



TYPES OF CAREER ANCHORS





CAREER PROBLEMS

- ◀ Low ceiling careers
- ◀ Often lead to the formation of labour unions to provide some sense of control over one's organisational life.
- ◀ Dual career family.
Number of women employees is on increase in families – dual career families.
- ◀ Declining career opportunities



RECAP

QUESTIONS???

THANK YOU