

Benefits Of Competency Mapping In Textile Mills: A Research With Women Supervisors In Erode

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Abstract

There is a developing interest in the business world for competency mapping methods to be remembered for the enrollment determination process. In the overall relentless challenge among corporate firms, worker competency assumes an instrumental job if triumph is to be celebrated. Capabilities can be comprehended as the basic qualities and attributes of an individual—an amalgamation of their aptitudes, information and frames of mind fundamental in the workforce. In particularly textile industry need skills employees for managing competitive market. So, SVS textile mill is selected for this research, it is one of the major textile mill in Erode. From the company, 48 women supervisors have selected for examining their competency performance. Questionnaire is the main tool for data collection. By using SPSS version 22.0, the collected data were subdued into tables and charts. Statistical tools like Percentage Analysis, Mean Score Analysis and Anova Analysis. The results showed that 36-45 years aged male supervisors have experienced more benefits than other group of respondents.

Keywords: Competency Mapping, Competency Mapping Process, Benefits, Skills, Knowledge, Work Force.

Introduction

Now-a-days textile mills are for the most part talking as far as competence. People used to talk in term of ranges of abilities, which would create their mills aggressive. Competency mapping is a procedure an individual use to recognize and characterize skills that are the most genuine to accomplishment in a work circumstance or work job. It is the advancement of recognizing the outcome required for viable execution in a particular occupation or business. It is upgraded to improve a center competency that will comprehend them through emergency. Other than what extra approach to build up the individuals, for human asset is the important asset to any textile mills. Organizations of things to come should confide in more on their able representatives than some other asset. It is a major point that decides the achievement of an association. Competencies convey a typical method that can take part all the significant human resource functions and services like profession and progression arranging, coordinated human resource management system, enrollment, preparing and execution. Competencies incorporate the assortment of accomplishment factors vital for accomplishing significant outcomes in a particular occupation or work job in a specific textile mill. It is a procedure of ID of the competencies required to perform effectively a given activity at a given purpose of time. It contains of breaking a given activity into its constituent assignments or exercises and recognizing the competencies like specialized, managerial, social, conceptual awareness, skills and attitude, etc. expected to play out the equivalent effectively.

Review of Literature

From the consequences of Abdul Hamid Abdullah et al (2011) uncovered that the competency areas critical in the HR Practitioner Competency Model were relationship building and procedure drivers, individual believability and qualities, resourcing and ability the executives and worker

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relations and consistence. The researchers Balaji and Vimala (2012) deduced in their investigation that the competency levels of Adecco Employees were seen as various among the workers. Likewise, the Competency Gaps were seen as higher in Job Related Skills, Performance and Meta Qualities of representatives of Adecco Organization. In perspective on Lakshmi Narayana and Gayathri Reddy (2014) study, respondents' authority aptitudes and correspondence were seen as moderate when contrasted with different capabilities. In addition, lion's share of the respondents had seen that their staff had known about business and they procured abilities on basic leadership, correspondence, group the executives and intending to play out the necessary occupation. As indicated by Kahirol Mohd Salleh et al. (2015) affirmed that the Malaysian HRD experts saw certain abilities as presently significant and others as significant for their association in future. This examination reasoned that the Malaysian HRD experts saw just 25 of the 52 competency things to be significant and noticed that the skills required by workers and in associations were changing after some time. Since the outcomes from Namita Rath (2016) explored that workers of NINL had explicit aptitudes, capacity, information and so on to play out their activity productively and adequately. Additionally, they demonstrated that the competency mapping was fundamental for the exhibition and future development of bank in light of the fact that the development and improvement of each business depended on the productive and fulfilled working staff.

According to Maheshgouda and Shivashankar (2017) identified that competency mapping consideration in the organization influenced the performance of the organization in terms of Enables in enhancing commitment towards work, Influences in effective time management. It was interpreted that there was an association between competency mapping and performance. The researchers Swetalina Mishra and Mangesh Dash (2017) explored from the results that the various constructs of competency mapping has positive impact on employee productivity, consequently organizations can focus on maintaining a well-planned competency mapping process which ultimately will raise the productivity of the employees and the organization as well. In view of Rijumani Kalita and Seema S Singha (2018) study, it was obtained that competency based management was emerging as a new approach to make the employees more proficient in their work so that the organisation can achieve the competitive edge over their competitors and thrive in today's time. Further, they confirmed that competency based management had turned out to be an effective tool for human resource to get better the performance level of the organisation. The authors Thamaraiselvi et al. (2018) inferred that five center abilities fundamental to maintain a fruitful business, for example, correspondence, inventiveness/development, basic leadership, initiative and cooperation of MSME representatives of assembling division in Tamilnadu were acceptable.

Statement of the Problem

Competency mapping thinks about have been directed in different corporate divisions for the most part in the tourism, restorative and the hospitality industry. These investigations have shown a spurt in the utilization of competency mapping models in the corporate and its advantages for the representatives as a rule and the association at large. But there are very meagre studies available in textile industry. Textile industry is one of the booming sector that give reasonable percentage of growth in India economy. In particularly, women workers need more benefits in their working profile. Nowadays, women are also becoming more knowledge

and skills in every field. So, the research emerged and the researcher has examined the benefits of competency mapping process among the women supervisors working in SVS Textile Mill, Erode.

Objectives

Major objectives of this study are given below.

- To know the demographic and working profile of the women supervisors working in SVS textile mill, Erode.
- To find the benefits of the competency mapping process among the women supervisors in the company.

Hypothesis of the Study

- All the selected supervisors are having equal level benefits of competency mapping with respect to their different age, educational qualification, working department and working experience.

Materials and Methods

The research is basically descriptive research design. The sample size of this study consists of 48 women supervisors who are working in SVS Textile Mills, Erode. For collecting the sample data from selected respondents, the researcher has framed a well-structured questionnaire that has two parts like demographic and working profile and benefits of competency mapping process. The collected data were formed into tables with the help of simple statistical tools like Percentage Analysis, Mean Score Analysis, Standard Deviation and Anova analysis. The results of the calculations are discussed in the following tables.

Results and Discussion

Section 1: Respondents' Demographic Profile

The table given below shows the demographic profile of the supervisors.

Table 1: Demographic Profile of the Supervisors

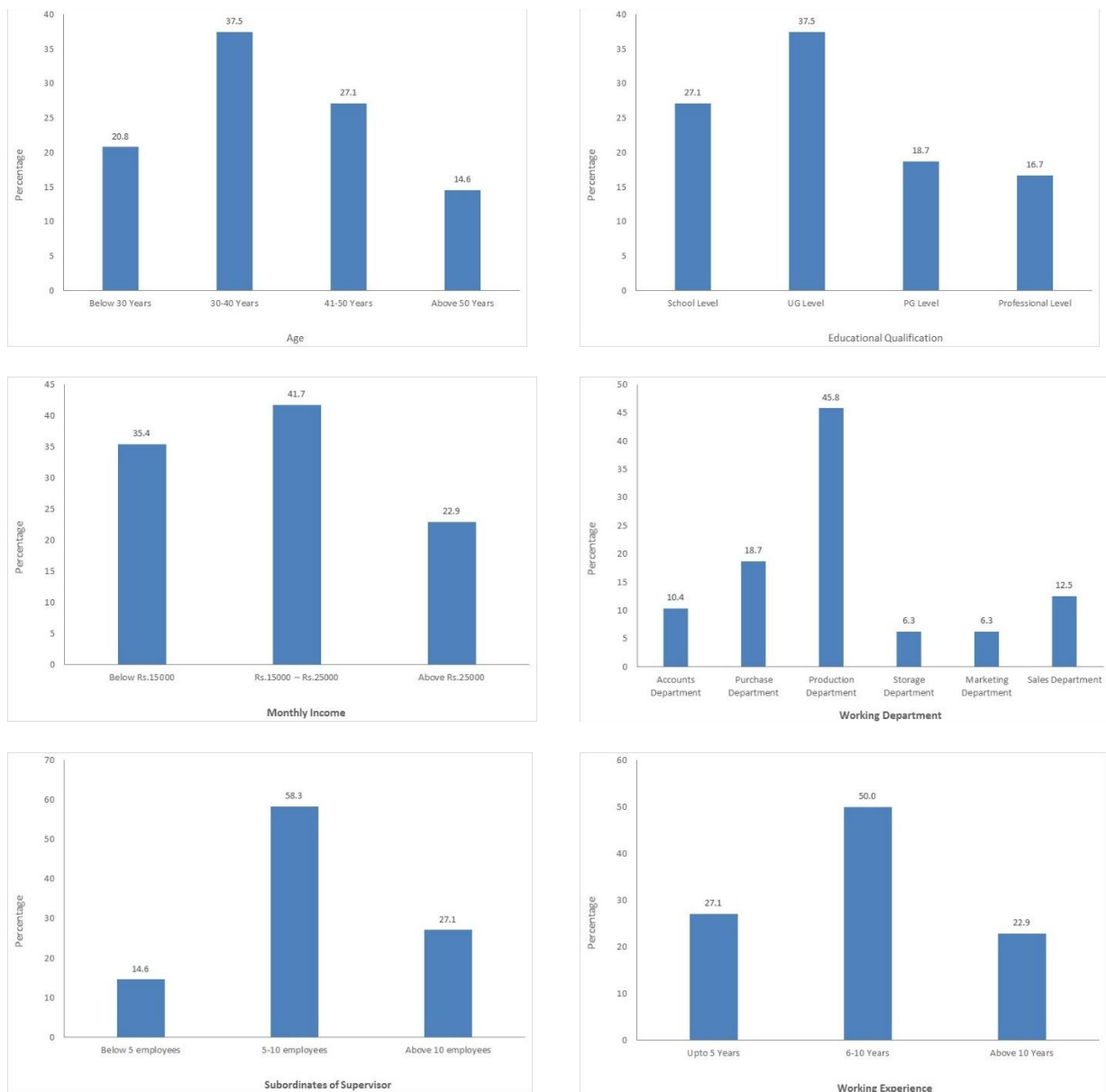
No.	Demographic Profile	No. of Respondents	Percentage
1	Age		
	Below 30 Years	10	20.8
	30-40 Years	18	37.5
	41-50 Years	13	27.1
	Above 50 Years	7	14.6
	Total	48	100.0
2	Educational Qualification		
	School Level	13	27.1
	UG Level	18	37.5
	PG Level	9	18.7
	Professional Level	8	16.7
	Total	48	100.0

3	Monthly Income		
	Below Rs.15000	17	35.4
	Rs.15000 – Rs.25000	20	41.7
	Above Rs.25000	11	22.9
	Total	48	100.0
4	Working Department		
	Accounts Department	5	10.4
	Purchase Department	9	18.7
	Production Department	22	45.8
	Storage Department	3	6.3
	Marketing Department	3	6.3
	Sales Department	6	12.5
	Total	48	100.0
5	Number of employees working under the supervisor		
	Below 5 employees	7	14.6
	5-10 employees	28	58.3
	Above 10 employees	13	27.1
	Total	48	100.0
6	Working Experience		
	Upto 5 Years	13	27.1
	6-10 Years	24	50.0
	Above 10 Years	11	22.9
	Total	48	100.0

- The above analysis cleared that 20.8% of the supervisors belong to below 30 years of age category, 37.5% belong to age group of 30-40 years, 27.1% belong to 41-50 years of age category and 14.6% belong to above 50 years of age category.
- It is showed from the above analysis that 27.1% of the supervisors are having school level education, 37.5% are qualified UG level, 18.7% are qualified PG level and 16.7% are qualified professional qualifications.
- It is revealed from the above analysis that 35.4% are earning below Rs.15000 monthly, 41.7% are earning Rs.15000-Rs.25000 in a month and 22.9% are earning above Rs.25000.
- It is obtained that 10.4% of the supervisors are working in accounts department, 18.7% are working in purchase department, 45.8% are working in production department, 6.3% are working in storage department, 6.3% are working in marketing department and 12.5% are working in sales department.
- It is indicated from the above analysis that 14.6% of the supervisors are having subordinates below 5 employees, 58.3% are having subordinates for 5-10 employees and 27.1% are having subordinates above 10 employees.

- It is concluded from the above analysis that 27.1% of the supervisors are having upto 5 years of working experience, 50.0% are having working experience for 6-10 years and 22.9% are having above 10 years of working experience.

Chart 1: Demographic Profile of the Respondents



Section 2 : Benefits of Competency Mapping

In this section, the researcher has discussed that the benefits of competency mapping. For the purpose, eight statements have been framed with 5 point Likert's scaling method for examining the benefits of competency mapping. The mean of the statements is given in the following table.

Table 2 : Benefits of Competency Mapping

No.	Benefits of Competency Mapping	Mean	SD
1	Increased Productivity	3.60	1.23
2	Improved Work Performance	4.06	1.00
3	Gives solution for Organizational objectives	3.31	1.13
4	Employees well known about the expectation of the organization	3.63	1.36
5	Empowered Employees responsible for company development	3.35	1.31
6	Increases the Employee Retention Levels	4.00	1.38
7	Develop situational leadership skills	3.60	1.27
8	Manage at the rate of organizational change	3.38	1.20
	Overall Mean Score	3.62	

It is examined from the above analysis that among the eight categories of benefits of competency mapping, improved work performance acquires the maximum level of benefits has mean score of 4.06 and followed by increases the employee retention levels with the mean score of 4.00.

Relationship between Demographic Variables and Benefits of Competency Mapping (Anova Analysis)

In order to find the relationship between demographic variables of the respondents and benefits of competency mapping, a hypothesis has been framed and tested by Anova test. The test results are discussed in the following tables.

Relationship between Age and Benefits of Competency Mapping

H₀: All the selected supervisors are having equal level benefits of competency mapping with respect to their age.

Table 3: Age and Benefits of Competency Mapping

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	0.313	3	0.104	0.789	0.507 ^{NS}
Within Groups	5.824	44	0.132		
Total	6.138	47			

Note: NS – Not Significant

It shows that 'p' value is greater than 0.05, the null hypothesis is accepted. Hence, it is found that selected supervisors are having equal level benefits of competency mapping with respect to their age.

Relationship between Educational Qualification and Benefits of Competency Mapping

H₀: All the selected supervisors are having equal level benefits of competency mapping with respect to their educational qualification.

Table 4: Educational Qualification and Benefits of Competency Mapping

	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	1.067	3	0.356	3.085	0.037**
Within Groups	5.071	44	0.115		
Total	6.138	47			

Note: ** –Significant at 5% level

The above table explores that the null hypothesis is rejected due to the 'p' value is lesser than 0.05. So, it is obtained that selected supervisors are having unequal level benefits of competency mapping with respect to their educational qualification.

Relationship between Working Department and Benefits of Competency Mapping

H₀: All the selected supervisors are having equal level benefits of competency mapping with respect to their working department.

Table 5: Working Department and Benefits of Competency Mapping

	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	1.049	5	0.210	1.732	0.148 ^{NS}
Within Groups	5.088	42	0.121		
Total	6.138	47			

Note: NS – Not Significant

It obtains that the null hypothesis is accepted because of 'p' value is greater than 0.05. Therefore, it is found that the selected supervisors are having equal level benefits of competency mapping with respect to their working department.

Relationship between Working Experience and Benefits of Competency Mapping

H₀: All the selected supervisors are having equal level benefits of competency mapping with respect to their working experience.

Table 6: Working Experience and Benefits of Competency Mapping

	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	1.425	2	0.713	6.804	0.003*
Within Groups	4.713	45	0.105		
Total	6.138	47			

Note: * – Significant at 1% level

The above table concludes that the null hypothesis is rejected owing to the 'p' value is lesser than 0.05. So, it is stated that the selected supervisors are having unequal level benefits of competency mapping with respect to their working experience.

Findings

- It is found that the most of the respondents belong to age group of 30-40 years.
- It is observed that the maximum of the respondents qualified UG level.
- It is concluded that the majority of the respondents are earning Rs.15000-Rs.25000.
- It is indicated that the most of the respondents are working in production department.
- It is noted that the maximum of the respondents have subordinates for 5-10 employees.
- It is explored that the majority of the respondents are having 6-10 of working experience.
- It is obtained that improved work performance acquires the maximum level of benefits among the eight categories of benefits of competency mapping.
- It is found that the selected supervisors are having equal level benefits of competency mapping with respect to their age.
- It is explored that selected supervisors are having unequal level benefits of competency mapping with respect to their educational qualification.
- It is revealed that the selected supervisors are having equal level benefits of competency mapping with respect to their working department.
- It is indicated that it is stated that the selected supervisors are having unequal level benefits of competency mapping with respect to their working experience.

Suggestions

- From the analysis, it is revealed that the benefit of competency mapping like gives solution for organizational objectives is perceived at low level in SVS Textile Mill. So, this textile mill has to provide the clarity and solution on organizational objectives to women supervisors for enhancing their competency mapping.
- The selected textile may achieve the competency mapping through delivering proper guidance and training for their employees to handle the new and latest instruments.
- The directionabilities of the women supervisors in selected textiles can be established by inspiring them to contribute in personality development programs and simulation training conducted in and out the SVS Textile Mill.
- The SVS Textile Mill should increase the employees' competency assessment through following some of the techniques such as quality enrichment, increasing efficiency and job rotation.

- Competency mapping shall be practiced as a tool for measuring the supervisors' effectiveness in order to achieve the human resource function more effectively.

Conclusion

The study aimed to analyse the benefits of competency mapping among women supervisors in SVS Textile Mill in Erode. Competency mapping is the very important among women supervisors for every textiles. The SVS Textile Mill should plan the competency mapping based on the each work before the recruitment and selection of the employees. It helps to measuring the employee performance and it defines the required knowledge, skills and ability to performing a particular task or job. This study had revealed that competency mapping based management is emerging as a new approach to make the women supervisors more talented in their work so that the textile mills can achieve the organizational objectives. It is concluded that competency based management have turned out to be an effective tool for the women supervisors to improve the performance level of the textiles. Hence, the SVS Textile Mill needs to improve the competency mapping to improve the performance of the supervisors.

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