



VJIM

AN INNOVATION DRIVEN B-SCHOOL



COMPETENCY MAPPING

INTRODUCTION OF THE PROGRAM

Competency mapping is a program that is designed to equip the participants all the necessary knowledge about the competency frameworks. Management of change is complex and therefore comprehending dynamic issues related to developing competency framework is necessary. The program discusses various frameworks to help understand these issues and successfully deliver in the global competition.

Though few organizations have a competency-based HR system, most of the public and private-sector organizations are striving to implement it. Borrowing available models may not be very effective depending on the differences in the environment of work. Hence, candidates with the implementable knowledge of competency models are highly needed in present day.

METHODOLOGY

The program shall use activity based learning with a mixture of experiential activities, hands on development exercises and lectures

EXPECTED PARTICIPANTS

The program is suitable to HR professionals, students, faculty members, academicians etc.

PROGRAM CONTENTS

- Competence v/s competency
 - Competency mapping process
 - Competency model design
 - Competency grid
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OBJECTIVES OF THE PROGRAM

The program intends the participants:

1. To recognize about the importance of competency based system in HRM.
 2. To understand the process of developing competency models.
 3. To analyze the systemic changes that would be required to implement competency models in organizations.
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SHORT PROFILE OF THE COORDINATOR

A computer science graduate went on to pursue HR in one of prestigious institutions in the country; YaminiMeduri is also a Masters in Labor Laws and Labor welfare from University of Pune. She joined her current organization, VignanaJyothi Institute of Management, as a Research Associate and moved on to become an Assistant Professor in HR & OB. In less than five years, Yamini has 6 research publications to her credit along with talking her research in two international conferences, one in Sri Lanka & other in USA. A recipient of 'Young Scientist' research grant from Dept. of Science & Technology, Govt. of India for her research in Disaster Recovery study, she has three internationally indexed research articles to her credit.

DURATION

16 hour program spread across 2 days (8 hours each)

Dates & Fee

26, 27 May 2017 | 16,17 June 2017 | 1,2 Sept.2017
Rs. 3000/- per participant (Rs. 2500/- per participant in case
3 or more nominations from a single organization)

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