

A Study on competency training on IT employees

Dr.S.Kanakarathnam
Assistant professor,
Department of commerce,
DRBCCC Hindu College, Pattabiram, Chennai- 72

Abstract: Employees working in the IT companies are facing lot of changes in their workplace. To cope up with the changes they must attend the training program offered by organization. Competency means the ability of an employee to face the challenges and discharge his duties in efficient manner. Employees must analyze and update themselves with the required skills to do their work. Emotional bonding between the employees and the employer will lead to a positive climate change and helps in the career growth of the employee.

Keywords: Competency, Training, Workplace, Emotions.

Introduction

In today's business culture, the term competencies and individual Competencies are becoming the part of business language. Competency represents the employees skills set traits and capability. Behaviour competency comprises of the skill sets, knowledge, team work, leadership and Technical know-how. Functional competency comprises of the Job performance, goal setting, work quality, corporate culture, vision and mission. Emotions of the employees in the workplace must be understood by their co-workers. Emotional bonding will help the employee to understand his own emotions and other employees emotions. Employees with emotional bonding will be aware of their own career growth and their co-workers career growth.

Statement of the problem

In today's competition, career growth is very essential for an employee to survive in the organization. To develop the career employee must update themselves.

Need for the study

This study is important for the IT sector employees. This study will help the IT companies to hire the employees with competence.

Scope of the study

This study has the wider scope in the organization were there is high competition and drastic changes. Emotionally intelligence employees will be excellent at self-management. So, they will attend the training program properly.

Research methodology

This study is descriptive in Nature. The data was collected through questionnaire method. 100 samples were taken from the IT sector employees in Chennai city.

Limitations

The research is limited only to IT sectors. This cannot be generalized to other sectors like banking, agriculture and etc.

Objectives of the study

1. To study about the employees competencies based on training program.
2. To determine the impact of training on organizational productivity.
3. To understand how emotional bonding helps to manage the organizational changes.

Hypothesis

1. Association between Educational Qualification of the employee and competency factor.

H₀: There is no significant difference between educational qualification of the employee and the factors of competency program.

H₁: There is significant difference between educational qualification of the employee and the factors of competency program.

2. Association between work experience of employee and Impact on employee productivity.

H₀: There is no significance between work experience of the employee productivity.

H₁: There is significance between work experience of the employee productivity.

3. Association between Gender of employee with Emotional Intelligence and change management.

H₀: There is no significance difference between Gender of employee and its impact on Emotional Intelligence and change management.

H₁: There is significance difference between Gender of employee and its impact on Emotional Intelligence and change management.

Emotional Intelligence and change management

Successful organizational change requires a supportive culture and competence development driven by leadership that can influence business strategy in allocating financial, human and material resources, processes and systems that focus on collaborative imperatives. Many organizational change efforts face resistance mainly because of the method of implementation

emotional intelligence competencies allowed organisational members to acknowledge the need for change, remove barriers and enlist other in pursuit of new initiatives aimed at organisational success

SELF-AWARENESS : Employees with emotional intelligence are aware of the opportunities and make themselves flexible for changes. They know to identify the strength, weakness, opportunities and threat. It will help them to take the proper decisions.

SELF-MANAGEMENT: Emotional intelligence helps the employees to manage their time properly and hence they will complete their work before the deadlines. It helps them to reduce the stress. They will be interested in learning the new things.

EMPATHY: Employees with emotional intelligence consider the change expected by others and be empathized about others in the change management process they try to understand and meet the expectation of the employees.

MOTIVATION: Employees with emotional intelligence adapt and facilitate changes and learn quickly. They will also motivate other employees in their organization to adapt the changes. They will recognize the barriers for changes and remove their barriers.

DATA ANALYSIS AND INTEPRETATION:

Table NO: 1 Gender of the respondents

SI.NO	GENDER	NO OF RESPONDENTS	PERCENTAGE
1	Male	65	65
2	Female	35	35
Total		100	100

Table NO: 2 Educational qualification of respondents

SI.NO	EDUCATIONAL QULIFICATION	NO OF RESPONDENTS	PERCENTAGE
1	UG	46	46
2	PG	19	19
3	PROFESSIONAL DEGREE	35	35
Total		100	100

Table NO: 3 Work experience of the respondents

SI.NO	WORK EXPERIENCE	NO OF RESPONDENTS	PERCENTAGE
1	Less than 5 years	27	27
2	5 to 10 years	32	32
3	11 to 15 years	14	14
4	16 to 20 years	14	14
5	Less than 20 years	13	13
Total		100	100

Hypothesis testing results

HYPOTHESIS ACCEPTED	VARIABLE	CHI-SQUARE VALUE	DEGREE OF FREEDOM	P-VALUE
H ₀	Educational qualification and employee competency factor	3.467	4	0.483
H ₀	Work experience and organizational productivity	7.725	82	0.461
H ₀	Emotional intelligence and change management with reference to gender	1.785		0.410

Findings

1. It is found that majority of the employees working in IT companies are undergraduates.
2. There is no significant relationship between the educational qualification of the employee and the factors including the competency program.
3. There is no significant relationship between work experience and Impact of training on employees productivity.
4. There is no significant relationship between Gender of the employees and Emotional Intelligence and change management.

SUGGESTIONS

1. Performance of the employee must be appraised regularly after the training program.
2. Organiztion should hire the emotionally intelligent employees.
3. Career of the employee can be developed by conducting training program.

CONCLUSION

Competency of an employee plays a major role in the organization. Competent Employee will always contribute more for the organization and be enthusiastic. When employee performance is improved, organization productivity will also increase. When

the productivity is increased employee can develop his career. Emotionally Intelligent employee will co-operate with the team and creates a good rapport with their co-workers.

REFERENCE

- [1] Nadya A. Foaud, Catherine L. Grus, Robert L. Hatcher, Nadine .J Kaslow, Philinda Smith Hutchings, Michael B. Madson, frank L. Collins, JR, Raymond E. Crossman.(2009), Competency Benchmarks.A model for understanding and Measuring Competence in professional Psychology Across Training levels; Training and Education in professional Psychology, Volume.3,No.4 PP S5_S26.
- [2] Jyothi Nath Modi, Gupta, Tejinder singh; (2015),Competency-based medical education, entrustment and Assessment, Indian Pediatrics, Volume-52,Pp -413-420.
- [3] Quy Nguyen Huy (1994), The Study Revealed That Emotional Intelligence Andradical Change, Academy Of Management Review, Vol.24, No.2, Pp 325-345.
- [4] HirwaRaithatha (2015), The Role Of Emotional Intelligence In Change Management, Indian Journal Of Research, Vol 4 Issue 2.
- [5] John .N.N. Ugoani (2016), Emotional Intelligence And Successful Change Management In The Nigerian Banking Industry, International Hourbak If Management And Production, Vol. 8, No.2. Pp3335-36.
- [6] Gaspar Robert (2012) . A Study On Perception Of Human Resource Executives On Competency Mapping For The Superior Results, International Journal Of Social Science Tomorrow Vol.1, No.8.
- [7] Mcclelland,D.C (1973) Testing For Competence Rather Than Intelligence, American Psychologist,28,1-14.

Website References:

1. www.shrm.org
2. www.macrothink.org
3. www.ccsenet.org
4. <http://doi.org/10.1504/ijwoe.2011.044594>
5. <http://theinternationaljournal.org>

