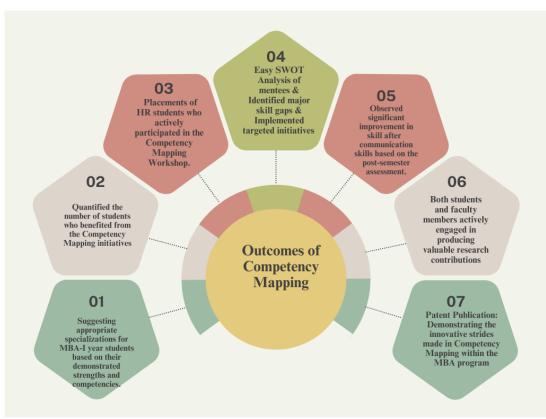# Institute Distinctive Practice

"Competency Mapping Journey: Fostering Skills and Continuous Improvement of MBA students"

DIAGRAMMATIC REPRESENTATION OF ACTIVITY

OBJECTIVES OF THE ACTIVITY:

- **Specialization Recommendations for MBA-I Year Students:**
  - ➤ To evaluate the competency mapping results to suggest appropriate specializations for MBA-I year students based on their demonstrated strengths and competencies.
  - ➤ To provide personalized guidance to students, aligning their career aspirations with the competencies identified during the mapping process.
  - ➤ To assist MBA-I year students in making informed decisions regarding their specialization, enhancing the relevance and effectiveness of their academic and professional journey.

- **Building Competency Mapping Expertise:**
  - ➤ To provide specialized training to HR students in MBA_II year, equipping them with the knowledge and skills necessary for effective Competency Mapping.

  - ➤ **Empowering Student Facilitators:**
  - ➤ To train MBA_II year students to take on the role of facilitators, enabling them to conduct Competency Mapping activities for their peers in MBA-I year.

  - ➤ **Identification of Skill Gaps, Targeted Initiatives and Continuous Improvement:**
    - ➤ To identify major skill gaps among MBA-I year students, with a focus on communication skills for Batch 2022-2024.
    - ➤ To implement targeted initiatives, such as Verbal Communication Lab sessions, Rubicon, and GTT training, to address the identified skill gaps.
    - ➤ To observe significant improvement in communication skills based on the post-semester assessment.
    - ➤ To utilize gathered data to refine future Competency Mapping workshops and initiatives, ensuring a continuous improvement cycle in the educational program.

  - ➤ **To Facilitate and encourage active participation of students and faculty members in generating meaningful research contributions following the Competency Mapping.**

  - ➤ **To establish the program as a hub for cutting-edge insights and innovations in Competency Mapping**

  - ➤ **SWOT Identification:**
  - ➤ To enable faculty mentors to identify their mentees' Strengths, Weaknesses, Opportunities, and Threats (SWOT) through engagement in Competency Mapping activities.

This comprehensive approach aims to not only develop competency mapping expertise but also to assess the tangible impact on students' skills and contribute to continuous improvement in the educational program.

OUTLINE AND OVERVIEW OF ACTIVITY:

- **Preparatory Phase: Competency Mapping Workshop (Initial Training)**
- ➢ Conducted a specialized workshop for HR students (MBA_II year) to provide training in Competency Mapping.
- ➢ Specifically, trained MBA_II year students to conduct Competency Mapping activities for MBA-I year students.

- **Actual Implementation of Competency Mapping Model**
- ➢ Faculty members prepared a comprehensive Competency Mapping model.
- ➢ MBA_II year students executed Attribution tests and interviews for MBA-I year students as part of the Competency Mapping process.
- ➢ Faculty coordinator conducted one-on-one discussions with MBA_II year students, who acted as evaluators for this activity.
- ➢ Collaboratively prepared Competency Mapping Results for MBA-I year students, focusing on significant traits observed during Attribution tests and interviews.
- ➢ Identified major skill gaps among MBA-I year students, providing a basis for targeted initiatives.

- **Measuring Outcomes of Competency Mapping:**
- ➢ **Feedback from MBA-I Year Students:** Gathered feedback from MBA-I year students to assess the impact of Competency Mapping activities.
- ➢ Quantified the number of students who benefited from the Competency Mapping initiatives.
- ➢ **Feedback from HR Students Involved in the Workshop:** Evaluated the final placements of HR students who actively participated in the Competency Mapping Workshop.
- ➢ **Identifying Major Skill Gaps and Implemented Targeted Initiatives:** Identified major skill gaps, with a focus on communication skills for Batch 2022-2024.
- ➢ Implemented targeted initiatives to address the communication skills gap, such as Verbal Communication Lab sessions, Rubicon, and GTT training.

- Selected various internal evaluation methods, including presentations and discussion board activities, to enhance communication skills.

- Post completion of Semester-I, conducted a communication skill test to measure the improvement observed in students.

- **Outcome Assessment:** Observed significant improvement in skill after communication skills based on the post-semester assessment.

- Used the data gathered to refine future Competency Mapping workshops and initiatives, ensuring a continuous improvement cycle.

- **Research and Internship Contributions**: As a tangible outcome of the Competency Mapping Workshop, both students and faculty members actively engaged in producing valuable research contributions. Collaborative efforts resulted in the authorship of research papers centered around Competency Mapping and its practical applications. Furthermore, a cohort of students successfully completed Summer Internship Projects focused on the implementation and refinement of Competency Mapping methodologies. These initiatives not only enriched the academic discourse but also provided students with hands-on experience, bridging the gap between theory and practical application.

- **Patent Publication:** Demonstrating the innovative strides made in Competency Mapping within the MBA program, faculty members achieved a significant milestone by publishing a patent. This patent specifically focuses on the Competency Mapping of MBA students, signifying a unique and valuable contribution to the field. The publication of the patent underscores the program's commitment to pioneering advancements in HR education, establishing a foundation for future research and enhancing the program's reputation as a hub for cutting-edge insights and innovations in Competency Mapping.

- **"Empowerment of faculty mentors to tailor their mentorship strategies based on individual mentees' needs and aspirations,"**

  Individualized Mentorship:

  Tailoring Strategies: The Competency Mapping activities provide faculty mentors with valuable insights into the strengths; weaknesses, opportunities, and threats (SWOT) of their mentees. This comprehensive understanding allows mentors to customize their mentorship strategies based on the unique characteristics and requirements of each mentee.

This structured approach, from preparation to execution and outcome assessment, ensures a comprehensive understanding of competency mapping impact, facilitates targeted skill development, and contributes to continuous enhancement of the educational program.