

## “HR COMPETENCY MODELING: AN EMPIRICAL STUDY IN INDIAN IT SECTOR”

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### ABSTRACT

The development of Human Resource (HR) competency models is a field that has received a lot of attention over the years. While the importance of competency modeling has been recognized in the HR literature for at least four decades, the conceptual and empirical validation of a competency mapping model for HR professionals has not been addressed comprehensively. The competencies that the HR professionals once needed are no longer sufficient in the new world of HR challenges, hence, the need to map competencies. This paper offers an empirical evaluation of how competencies influence the effectiveness and performance of HR professionals.

**KEYWORDS:** Competency Mapping, HR Competency Model, Performance Improvement, Required Competence Level, Existing Competence Level