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Strategic Competency Mapping for Performance Optimization: Insights from Small-Scale Manufacturing Firms in Nagpur

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Abstract

In an increasingly competitive and technology-driven business environment, small-scale manufacturing firms face growing pressure to improve productivity, operational efficiency, employee performance, and organizational competitiveness. Strategic competency mapping provides a systematic approach for identifying, assessing, and aligning the knowledge, skills, abilities, and behavioral competencies of employees with organizational objectives. This study examines the role of competency mapping in performance optimization, with particular reference to small-scale manufacturing firms in Nagpur. The study focuses on identifying critical technical, managerial, behavioral, and functional competencies required for effective performance in manufacturing operations. It further explores the extent to which competency mapping can support recruitment, training and development, performance appraisal, succession planning, employee deployment, and workforce productivity. Small-scale firms often face constraints related to financial resources, skilled manpower, technological adoption, and structured human resource practices, making strategic competency management particularly relevant. The study evaluates the relationship between competency alignment and key performance outcomes such as productivity, quality, employee efficiency, job satisfaction, and organizational effectiveness. It also identifies challenges associated with implementing competency mapping, including lack of standardized competency frameworks, limited managerial expertise, inadequate assessment mechanisms, and resistance to organizational change. The study argues that a context-specific competency framework can help small-scale manufacturing firms identify skill gaps and develop targeted human resource interventions. Integrating competency mapping with training, performance management, and strategic workforce planning can contribute to sustainable performance improvement. The findings are expected to provide practical insights for managers and policymakers seeking to strengthen human capital and competitiveness among small-scale manufacturing enterprises in Nagpur.

Keywords: Competency Mapping, Performance Optimization, Small-Scale Manufacturing, Human Resource Management, Employee Performance, Skill Gap, Workforce Planning, Productivity, Manufacturing Firms, Nagpur.