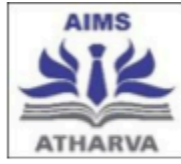


Atharva Institute of Management Studies



Activity / Event Report

Name of Event/Title: “Workshop on Competency Mapping and Developing Competency model.”

Resource person: Col Venkat Raman (Retd)

Date(s) of conduction: 20th August, 2025

Class / Sem: MMS Semester III

Faculty coordinator: Dr. Reena Poojara and Prof. Kajal Desai.

Student coordinator/ committee: Pinnacle - HR Committee.

DESCRIPTION

Objectives

- To familiarize students with the fundamentals of strategy and its linkage to competency mapping.
- To explain the concept of competency as a blend of knowledge, skills, and behaviour for effective performance.
- To highlight the role of HR professionals in aligning competencies with business strategy.
- To demonstrate the benefits of competency mapping in improving performance, talent management, and employee development.
- To introduce the Behavioural Event Interview (BEI) technique as a tool for competency assessment.
- To provide hands-on practice in developing a competency model through group exercises.
- To strengthen participant's ability to translate job descriptions into observable competencies.
- To encourage interactive and practical learning through real-world application and group discussions.

Key Takeaways:

- Behavioural Event Interview (BEI) helped assess past behaviour to predict future job performance.
- A clear competency model provided students to structure for training, recruitment, and development initiatives.
- Students got practical exposure in creating a competency model from scratch bridged theory with application.
- Students learnt Team-based exercises fostered collaborative learning and problem-solving.
- The session was interactive, contemporary, and career-relevant for future HR professionals.

Learning Outcomes:

- Gained a strong understanding of the link between strategy and competency requirements.
- Acquired knowledge of how to define and map competencies to job roles.
- Developed skills to design job descriptions aligned with competencies.
- Learned to apply BEI techniques for competency identification and assessment.
- Built the ability to develop a competency model tailored to organizational needs.
- Enhanced practical skills in aligning behaviours with roles and responsibilities.
- Improved teamwork, critical thinking, and analytical skills through group activities.
- Strengthened confidence to apply competency mapping in real HR practices.

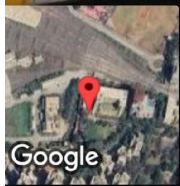
GEO-TAGGED PHOTOS





Key Characteristics of Successful Implementation

1. **Alignment:** Competency-based systems that actively support the organization's vision, strategy, and key capabilities.
2. **Integration:** Competency initiatives that produce the most significant change are applied systematically across a range of key development processes.
3. **Distribution:** Competency standards alone produce little effect. They must be actively and reactively communicated and internalized with users.



Mumbai, Maharashtra, India

Atharva Educational Trust, Atharva Back Rd, Malad, Charkop Naka, Asmita Jyoti Housing Society, Malad West, Mumbai, Maharashtra 400095, India
Lat 19.198127° Long 72.825557°
20/08/2025 03:40 PM GMT +05:30



Event Flyer



ATHARVA INSTITUTE OF MANAGEMENT STUDIES

Approved by AICTE, DTE, Government of Maharashtra & Affiliated to University of Mumbai

THE HR CLUB



Guest Session on **COMPETENCY MAPPING**

📅 20th August 2025 • 2:00 pm



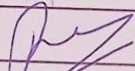
COL VENKAT RAMAN

Consultant at Big 4 Company (25+ years
of experience)



AET Campus, 4th Floor, Computer Lab
malad-marve road, charkop naka malad
(west), mumbai 400095, india

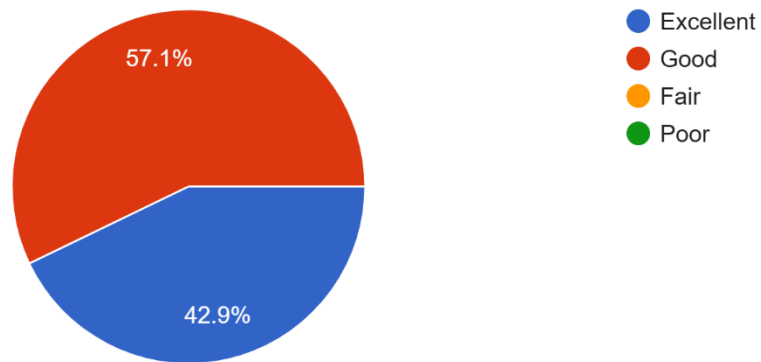
Attendance sheet with signature

ATHARVA INSTITUTE OF MANAGEMENT STUDIES			
Events Attendance Sheet			
Academic Year- 2025-2026			
Event Name:		Workshop- Competency Mapping	
Faculty Coordinator :		Dr. Reena Poojara & Dr. Kajal Desai	
Specialization: HR			
1	A-10	Dicholkar Manas Dattaprasad	Manas
2	A-18	Jaiswal Karina Mukesh	Karina
3	A-25	Lokhande Tanaya Avinash	Tanaya
4	A-32	Paliwal Vandana Mangilal	Vandana
5	A-41	Raut Ritu Devchand	Ritu
6	A-64	Vishwakarma Ayushi	Ayushi
7	B-6	Chauhan Anshu Kapildev	Anshu
8	B-8	Chougule Nishita Dilip	Nishita
9	B-12	Gaikwad Shweta Suresh	Shweta
10	B-17	Jadhav Rani Kishan	Rani
11	B-44	Rane Rrucha Ravindra	Rrucha
12	B-45	Rathod Siddhi Rajesh	Siddhi
13	B-46	Sanap Shruti Ramdas	Shruti
14	B-51	Sharma Shivani Shyam	Shivani
Total Students Present			14
Faculty Signature			

Feedback Analysis

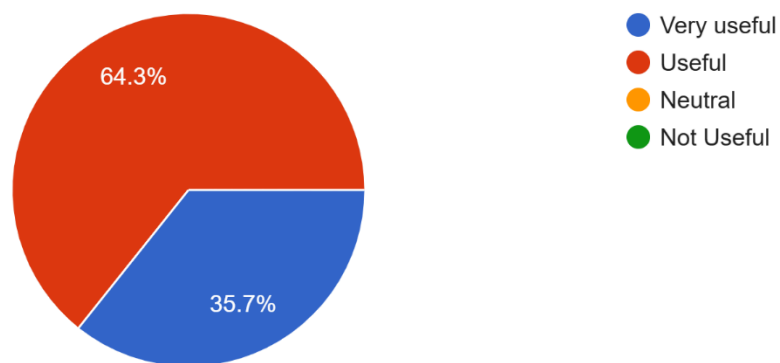
How clear and well-structured was the session content?

14 responses



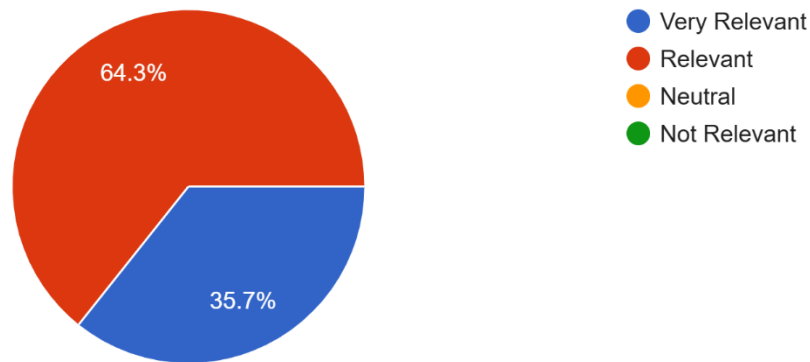
How useful was the session in enhancing your understanding of competency mapping and competency models?

14 responses



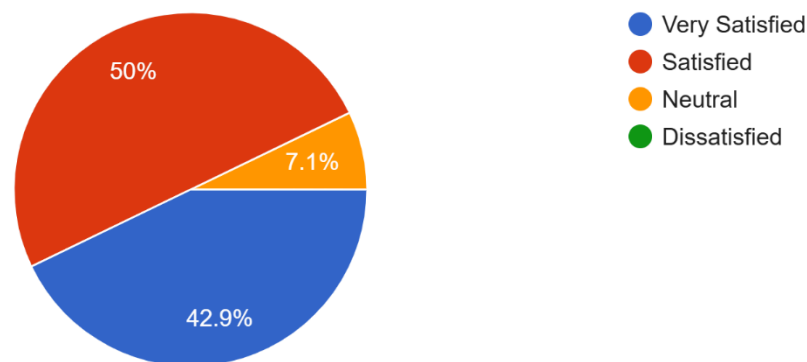
How relevant were the examples and practical exercises (e.g. competency model creation)?

14 responses



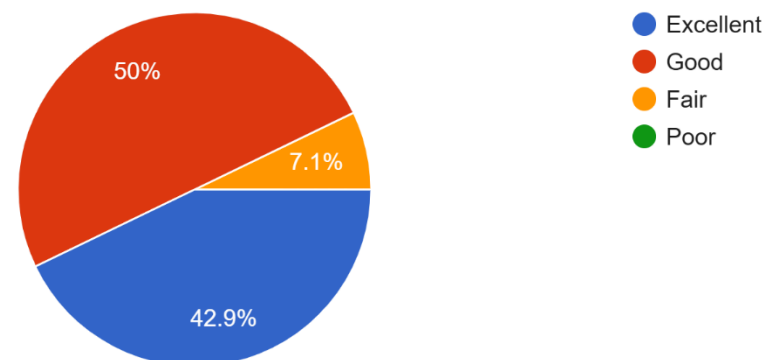
Overall, how satisfied are you with the workshop?

14 responses



How effective was the facilitator (Sir Venkat Raman) in delivering and explaining the concepts?

14 responses



Event report prepared by: Tanaya Lokhande

Verified by: Dr. Reena Poojara and Prof. Kajal Desai

Submitted to: Dr. D. Henry Babu – Director - AIMS