

COMPETENCY QUOTIENT¹

Introduction

Typically individual screening within an organization happens prior to recruitment. There is no subsequent evaluation of an individual, in most organizations, during their tenure. This implies that organizations have no record of the progress of an individual during their term, no means of measuring the skills and competencies developed and lost during their tenure, no means of identifying suitable interventions for competency development as well as estimating the ROI on amount spend in employee development, training and welfare programs.

The Employee performance appraisal and management is a farcical exercise in most corporate with very little emphasis on employee engagement and development. “The last remembered interaction” plays a significant role in determining employee rankings. Thus organizations forgo an important opportunity for employee evaluation and engagement and thereby enhancing its intellectual capital. CQ provides an effective and consistent mechanism to evaluate organizational employees based on their core competencies (behavioural as well as technical), work experience and academic achievements. This can form the basis for planning suitable interventions to enhance employee morale, productivity and effectiveness

Objective

Competency Quotient (CQ) is a score derived from a combination of standardized tests including IQ & EQ, academic profiling, Behavioural Elicitation Interviews (BEI) and Competency Elicitation Interviews (CEI). CQ provides a consistent mechanism for ranking individuals within and across organizations, academic institutions across multiple domains. The median Full Scale CQ is centered at 100, with a standard deviation (SD) of 15. In a normal distribution, the CQ would range one SD above and below the mean (i.e., between 85 and 115)

Summary

CQ provides a holistic measure of an ascertaining the value of an employee to an organization irrespective of its operational domain. CQ can also be employed to grade fresh graduates being churned out by educational institutions. This is especially of immense value in the Indian subcontinent where there is a tremendous gap between academic curriculum and industry demands.

Patent Pending

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- Expertise in Intellectual Capital Management and a proven track record in developing and leading Learning Organizations
- 20years of work experience with over 14 years in leading the Learning & Development & Human Capital Management functions
- Hands-on experience in the entire organization Learning & Development and Human Capital Management value chain including design & Development, delivery (Corporate/Retail), Academic management, TNA and Assessment Centers