

Notice for the PhD Viva Voce Examination

Mr Vinayak (Reg. No. 1240005), PhD scholar at CHRIST (Deemed to be University), will defend his PhD thesis at the public viva-voce examination on Saturday, 10 April 2021 at 11.00 am on the Webex Meeting platform.

Title of the Thesis : **Relationship between Competencies and Performance of Management Teachers of B-Schools in Bengaluru City**

Discipline : **Management**

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The faculty members of the Department and the School, interested experts and research scholars of all the branches of research are cordially invited to attend this open viva.

Place: Bengaluru
Date: 29 March 2021



Registrar

ABSTRACT

The concept of competency mapping is an established practice in the corporate world for ages. It has been successful in contributing for performance management. The study was aimed to find out whether similar efforts can be made in management education. Researcher aimed to develop a competency mapping tool and to study the relationship between competencies and performance of B School faculty members in the city of Bengaluru. As an outcome of the study a competency mapping tool was developed with five key competency clusters namely Teaching Learning, Assessment Evaluation, Research Publication, Student Development and Administration Coordination.

The heads of departments were also part of the study to suggest the desired level of competency levels. Faculty members were asked to rate the existing level of competencies which they feel they possess. Later the gaps were identified between existing and desired level of competencies in all clusters. Significant differences were found in the assistant professor level with respect to research and publication competency where in Heads of departments expectations were more than the actual level of perceptions. In most other category faculty perception was higher than the Heads' perception about competency levels. In case of associate professor and professor category, the overall expected competency level was higher than the faculty perception hence making a strong case of competency gap. While analysing the relationship between competencies and performance Teaching Learning competencies had the highest relation with overall dimensions followed by Assessment Evaluation competencies.

Study also aimed at exploring the relationship between demographic factors and competencies. Significant difference in the perception did not exist in the gender but in the significant difference was existing in experience, type of B-Schools belongs to and Courses taught. As an outcome of the study researcher was able to develop a competency mapping tool which could be used for the performance management of B- School faculty members. Heads of institutions managing management education can effectively use the competency mapping tool to set the desired competency level and further they can use the same to identify the gap in the competency levels of their faculty members.

Keywords: Competency, Competency Mapping, Performance, Teaching Learning, Assessment Evaluation, Research Publication, Student Development, Administration Coordination