

Techno-HR Mentorship for Grooming Resources in MNC

A detailed exercise was carried out at a leading Engineering Consultancy Service Provider.

The purpose of this study and report was to identify the competencies required to be developed so that the resource can take up additional/ higher responsibilities in the organization providing personal and organizational growth.

FORMAT:

Our Test & Interview report with recommendations for further actions

1. Evaluation by examination (Written Test)
2. Evaluation by interview and its interpretation- technical
3. HR Counselor's report and interpretation-current challenges
4. Personality Analysis-MBTI- and its interpretation
5. Comments (suggestions): HR
6. Skills required...where to get...how to get....
7. Report in excel format: Sample given below.

			Competency Matrix			
Technical Area / Competency	Skills Already Available	Skills Required to be improved	How to start to make this change	Where to get help	Special Inputs Required	Remarks
MCC, Control Systems and Instrumentation Interface	To some extent	Fundamentals, Interface with other systems	Visit to Panel Builder	Vendor		Past projects documentation study can improve the depth
Technical Report Writing	Done as a routine	Proficiency	Self Practice	Library	HR inputs	