

# **USING EXTRA ROLE BEHAVIOUR FOR ASSESSING COMPETENCY MAPPING OF EXECUTIVES**

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## **ABSTRACT**

Competency means actual application of knowledge, skills, motives, attitude and temperament in carrying out assigned tasks. Competency mapping as such is a process of identifying key competencies for an organization and/or a job and incorporate those competencies through the various processes (i.e. job evaluation, training, recruitment, career and succession planning) in an organization. It can be clearly understood that extra role behaviour which comprises of different factors such as motivation, leadership, vision, commitment, etc have a significant impact on the overall performance of executives thereby enabling them to achieve the organization set goals effectively and more efficiently and the ability to transform, to adapt and to innovate capabilities that are crucial to organizations' success within a market that is shaped by globalization, competitiveness and technological advancement. The purpose of this study is to examine and assess the effect of extra role behaviour dimensions on overall competency of executives in organizations. The research work aims at establishing the general impact of various extra role behaviour dimensions contributing to the overall assessment of competency. The research work attempts to study the causes of extra role behaviour which might have a significant impact on the competency of executives in an organization context.