It has been argued that unless the professionals grow, the profession doesn’t grow. A profession grows through myriad ways. Needless to say, the HR professionals in India have seen spectacular growth in recent years by the quality of their contribution to the organizations as well as by developing the nature of their intellectual insights.

Writing about organizations performance, the management has clearly recognized the critical significance of the contribution of its employees and the role played by Human Resource Management towards their success and growth.

In the past, the HR professionals have been accused of being prisoners of mere administrative and procedural orientation, but today they are confronted with the challenges of aligning HR strategies and practice with business goals.

There is a strong business need for competency mapping at work. It leads to significant human resource development that provides organisation’s with a competitive edge and works towards its growth and success. Though we are aware that competencies by themselves are sufficient for performance, there is ample evidence to prove that competency mapping form the bedrock for effective and superior performance. This is precisely the reason why organisation’s continue to emphasize the importance of competency mapping.

This research exercise is a window to view the small world encompassed by different sectors, who have implemented competency mapping with respect to its success and growth. This thesis is a reflection of my experience in the field of competency mapping and its role in the upward growth of the organization.