



Symbiosis Institute of Business Management, Hyderabad



Symbiosis International (Deemed University), Pune



Guest Lecture by

Mr. K J A Swarup

Former General Manager, ITC Limited PSPD

Topics:- “Managerial Competencies for HR Professionals”

Date:- August 08, 2019

On August 8, 2019, the students of Symbiosis Institute of Business Management, Hyderabad assembled to understand managerial competencies from Mr. K. J. A. Swarup, Former General Manager, ITC Limited PSPD. The session began with recollecting 'Managerial Functions' i.e., planning (Setting Objectives), organising relationships & resources to meet objectives, directing performance, controlling the deviation in performance and providing feedback to change the planning in bridging gaps of performance.

The term 'Competencies' is derived from the word competent, which include possessing knowledge, skills to perform with dexterity and abilities that indicate innate capacity to perform a certain task. There are two schools of thought- competencies which are learnable, can be taught so the person can be recruited and trained if they lack specific competencies; the other being people having all competencies is either recruited or rejected. The students were briefed about ITC's belief that competencies can be developed and utilized but limitations can be the circumstances and factors.



It was explained to the students that Managerial competencies are of two types:-

- Technical/functional Competencies- Job and subject matter specific and has linkage with formal education
- Managerial/Functional Competencies-Role and position specific and has no linkage with formal education

The Guest further demonstrated the skills required for various levels in organization i.e. technical / operational skills for lower management, managerial skills for middle

management and strategic / behavioural / conceptual skills for top management, with the help of a video.

By the end of the session, students were able to understand how to identify competencies that are demonstrated by behaviour in an organization and the degree at which it is expected to be demonstrated, which is known as proficiency. The session was lively and created a great learning experience for all the students.