

Faculty Competencies and Organizational Performance: The Role of Employee Engagement in a Competency Mapping Framework for Management Institutions

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Abstract:

Faculty performance remains central to the effectiveness and long-term sustainability of academic institutions. This study examines the relationship between faculty competencies, employee engagement, and organizational performance in management institutions.. Faculty abilities are evaluated across dimensions such as subject expertise, pedagogical skills, research capability, technological proficiency, and interpersonal effectiveness. Employee engagement is measured in terms of emotional commitment, job involvement, and organizational loyalty, while organizational performance is assessed using indicators such as teaching quality, research output, student satisfaction, and institutional reputation. Using a quantitative approach, data is collected through structured questionnaires administered to faculty members.

The study analyses competency mapping in relation to employee engagement and performance outcomes, with employee engagement examined as a mediating variable between competencies and organizational performance. Statistical tools such as correlation and regression analysis are used to test the proposed relationships.

The study is expected to establish that stronger faculty competencies lead to higher levels of engagement, which in turn enhance individual performance and contribute to overall institutional effectiveness. By linking competency mapping with employee engagement, the study adds to the Human Resource Management literature and offers practical insights for academic institutions seeking to strengthen performance through more structured and, where relevant, technology-supported HR practices.

Keywords:

- Faculty Competencies
- Employee Engagement
- Organizational Performance
- Competency Mapping
- Management Institutions
- Human resources management