

Developing Competency based Skills to Become and Stay Employable

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Abstract

An organization's competitive advantage depends largely on its core competences, which in turn is dependent on employee competencies and the technical capabilities of the organization. Employee competencies are about the innate flair, the natural ability of the employee, which, when combined with the requisite attitude, knowledge and practice, results in a specific skill(s). The skilled employee is then able to perform a task(s) with fluency, which importantly is underpinned by the natural flair the employee had in the first place. The argument raised is that one should know one's competencies, and then continuously endeavour to develop associated skills in order to be competitive in the market for employment. Indeed, "hire for competencies and train for skill" is a valid dictum for both organizations and employees.

Key words: Core competence, employee competencies, skill

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