

Conceptual Competency Enhancement of HR Professionals

Ajantha S. Dharmasiri

Abstract: HR professionals need to play a vital role as strategic partners in an organization. In this context, conceptual competencies including analytical and envisioning skills are required. The emphasis given to conceptual competency development of HR professionals in the Sri Lankan corporate sector was the focus of this research study. The objective of the study was to identify the factors that contribute to the development of conceptual competencies, and empirically verify the causal relationships of each such factor with the level of development of conceptual competencies. The research was carried out on a sample of 30 HR professionals. Mind power, synergy and creativity were selected to ascertain the contribution to the development of conceptual competencies. The research showed a statistically non-rejected causal relationship between the focus on mind power techniques and the development of conceptual competencies. Similar relationships were also established for focus on creativity techniques and focus on synergistic techniques. As qualitative findings, awareness of the need of each technique, value of each technique as a competitive advantage, and novel solutions for pressing issues were identified as driving forces for conceptual competency development.