



Case Study

Skill Mapping & Competency Analysis.

Client: Valueadd Softtech & Systems Pvt. Ltd.
(Mid-size IT services firm)
Industry: Information Technology
Employees: 150 +
Location: Pune, India
Platform Used: EngaugeMate (HCM)
Program Name: Bridging Mind and Skills (BMS)

Challenges:

- Lack of leadership and hard skills Competencies.
- Delays in project delivery due to skill gaps.
- No visibility into employee competencies.
- Minimal internal mobility or reskilling.

HR Tactics recognized the need for a structured Skill Mapping and Competency Framework to address workforce inefficiencies and retain top talent.

Objectives:

1. Map existing skills, identify gaps across departments, and prepare and lead a plan.
2. Build competency matrices aligned with Business Objectives.
3. Enable data-driven reskilling, promotions, and succession planning to ensure resources are future-ready.
4. Improve employee engagement through clear development paths.

Outcomes within 6 Months:

Metric:	Before:	After:
✓ Time-to-fill internal roles.	45 Days.	✓ 18 Days.
✓ Employee Engagement Score.	62%.	✓ 82%.
✓ Billable Utilization.	71%.	✓ 87%.
✓ Role Readiness (next-level leaders),	14%.	✓ 39%.

"HR Tactics gave us visibility into the DNA of our workforce. We no longer guess who's ready—we know. The competency analysis not only helped in retention but also unlocked hidden leaders across teams."

— Upasani Prashant (CEO)
Valueadd Softtech & Systems Pvt. Ltd.

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The HR Tactic's Solutions:

1. Skill Matrix Framework:

- Each job role was mapped with technical and soft skill requirements.
- Employees self-assessed and were given the option to select their learning aspirations.
- Managers validated skill levels using the skill matrix framework.
- 9-Box grid framework used for Values & Potential.

2. Human Capital Index & Engagement Score:

- Skill ratings were combined with employee work experience, role, and company affiliation.
- A Human Capital Index (HCI) was generated for each employee.
- Personalized growth plans were created.

3. Competency Gap Analysis:

- The platform ran automated reports identifying:
- High-potential staff lacking specific soft skills (e.g., communication or leadership).
 - The hard skills Index was very low, < 50.

4. Mentorship & Upskilling Initiatives:

- Senior staff were assigned as mentors for targeted skills.
- Personalized learning paths and peer learning circles were activated.
- A "ready-for-next-role" pipeline was built using updated skill maps.
- Personalized training and coaching sessions for the mid-level managers and mentors.

Key Learnings:

- Skill mapping isn't a one-time task—it's a continuous feedback loop.
- Visual dashboards helped managers shift from intuition to insights.
- Employees were more engaged when they saw clear paths for growth.