

## A STUDY ON HR COMPETENCIES ON ORGANIZATION LEVELS IN IT SECTOR IN CHENNAI

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### **ABSTRACT**

*This study investigates the relationship between HR competencies and organizational performance by adapting the Ulrich HR Role Model. The study also examines HR competencies such as strategic positioned, credible activist, culture & change champion, Technology and media integrator, Strategic positioner, Paradox Navigator, Human Capital Curator, Total rewards steward, Analysis designer & interpreter and Compliance Manager. The HR outcomes: turnover, absenteeism and job satisfaction are measured against their relationship with organizational performance. An empirical survey was conducted based on competency and their effect on HR outcomes of organizational performance. The research is based on the survey responded by 200 HR professionals from different IT companies in Chennai. The results will give us the details of HR influence from an HR perspective in relation to organizational performance.*

**KEYWORDS:** *Core Competencies, Improved Organizational Performance, HR Competencies and Organizational*