



**“AN ASSESSMENT OF ROLE OF KSAO AND ITS EFFECTS ON CAREER ADVANCEMENT – RESEARCH ON SKILLED EMPLOYEES OF HOSPITALS IN SAURASHTRA REGION.”**

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**ABSTRACT** KSAO namely Knowledge, Skills, Abilities and Other characteristics play a vital role in the success or failure of an employee in any industry. The Indian industrial structure is yet to develop in the field of Human Resource, the present structure places a very high emphasis on the “Knowledge” segment and that is the reason, Based on some of the researches (some included in the reference section of this paper), India is producing, a high amount of knowledgeable intellectuals. In spite of being intellectual, an average Indian employee (especially in the technical fields like engineering and medicine) does not prove to be a valuable employee. The probable reason behind this notion could be that Skills, Abilities and Other traits are not developed in the Indian education as well as industrial structure. The present paper focuses to explore the same in the field of hospitals.

**KEYWORDS :** KSAO, Skilled employee, Traits & Characteristics.

**Introduction:**

KSAOs...Knowledge, Skills and Abilities...a list of special qualifications and personal attributes that you need to have for a particular job. A primary purpose of KSAs is to measure those qualities that will set one candidate apart from the others. Specific KSAs are needed in performing certain jobs. Individual KSAs are demonstrated through qualifying experience, education, or training.

The Indian Medicine field is progressing day by day. India is among the top 10 countries producing qualified doctors and paramedical staff. The same are considered as “skilled employees” throughout this paper. However, a common notion is found in India that the doctors and nurses lack the human aspect of their respective profession.

This paper is a genuine attempt to find out the effect of KSAO along with the human aspect on the career advancement of these skilled employees.

This research is an attempt to assess the role of KSAO and its effects on career advancement of the skilled employees of hospitals in Saurashtra region.

**Research Methodology:****Research Objectives:**

- To understand the existence of skills gap amongst the skilled employees.
- To understand the effect of working environment over the ability of skilled employees

**Research Type:**

- Exploratory & Descriptive

**Data Collection tool:**

- Structured Questionnaire

**Sample Size:**

- 200 doctors across the Saurashtra Region.

**Sampling Method:**

- Non Probability Convenient Sampling

**Results and Discussions:**

The first and foremost objective was to understand the existence of skills gap among the doctors. Skills gap is the “updating gap”, in simple words, it means the ability of the employee to convert the theories into practical applications in given constraints and situations. Medicine is the field in which the situations and constraints are different with every patient and it is very much needed that the amount of skills gap in a doctor should be at the minimum. For satisfying the above objective, the following hypothesis was framed.

H<sub>0</sub> = There is no significant existence of skills gap amongst the skilled employees.

H<sub>1</sub> = There is a significant existence of skills gap amongst the skilled employees.

The respondents were given a set of descriptive and indirect questions to measure their ability to apply theory into practical applications among different constraints and the responses were measured on a likert scale. The scale ranged from “Strongly agree” to “Strongly disagree”. After assigning weightage to the responses the following table was formed and single factor Anova was used.

**Table 1: Anova Calculation to judge the existence of “Skills Gap”**

SR NO.	PARTICULARS	SDA	DA	UN	A	SA
		1	2	3	4	5
1	Many times I need to diagnose diseases on basis of my past experience.	0	12	15	420	420
2	I feel theoretical knowledge helps to an extent beyond which everything depends on work smartness.	3	6	66	364	405
3	In spite being on same field some senior doctors have better diagnostic ratio.	8	38	63	248	450
4	I feel that I need to update my professional knowledge on regular basis.	0	10	30	252	610
5	I feel there exist a gap between what is taught at medical colleges and the actual patient's situation.	5	42	78	420	215
6	I feel being a doctor; I need to check my diagnosis twice or more.	4	20	87	352	345
<i>Source of Variation</i>	<i>SS</i>	<i>df</i>	<i>MS</i>	<i>F</i>	<i>P-value</i>	<i>F crit</i>
Between Groups	2530.267	5	506.0533	0.012028	0.999947	2.620654
Within Groups	1009720	24	42071.65			
Total	1012250	29				

Above table provides information about the ANOVA test conducted to know that there is significant existence of skills gap amongst the skilled employees. This data indicates that the critical value (2.6) is more than the statistical value (0.01). So this proves that there is no significant existence of skills gap amongst the skilled employees and the hypothesis is Accepted. This shows that the respondents possess the skills which is actually required in the profession so there does not exist any gap between the actual skills and skills required.

The other objective of the paper was to understand the effect of work environment over the ability of the doctors. For testing, the following hypothesis were framed.

H<sub>0</sub> = There is no significant effect of work environment on ability of skilled employees.

H<sub>1</sub> = There is a significant effect of work environment on ability of

skilled employees.

The respondents were asked detailed questions judging their skills and on the other scale the same respondents were asked questions related to their current working conditions. The regression test was used using the data collected. The following are the results of the regression test.

**Table 2: Results of Regression**

<i>Regression Statistics</i>	
Multiple R	0.600799547
R Square	0.360960096
Adjusted R Square	0.147946795
Standard Error	899.9339351
Observations	5

Above table provides information about the REGRESSION test conducted to know that there is significant effect of work environment on ability of skilled employees. The range of R2 is between 0 and 1. This data indicates that the value of R2 is 0.36 which means there is weak positive relation. So this proves that there is no significant effect of Work Environment on Ability and the hypothesis is Accepted.

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