



TalentAlign

Driving Organisational Effectiveness through People

TalentAlign Competency Value Calculator

Job Title	Programmer/Developer		Incumbent Name			A N Other	
Average Total Cost to Company	400000		Incumbent Total Cost to Company			410000	
Competency	Time/ Frequenc	Importanc e	Total	Relative Weight	Rand Value	Competency Level	Net Rand Value
Functional (Technical) Competencies							
1 Application Systems	2.0	4	8.0	6.7	26667	3.0	22857
2 Application Systems Development	5.0	5	25.0	20.8	83333	4.0	95238
3 Database Modelling and Design	1.0	1	1.0	0.8	3333	3.0	2857
4 ICT Environment	2.0	2	4.0	3.3	13333	3.0	11429
5 Networking and Communications	1.0	1	1.0	0.8	3333	2.0	1905
6 Operating Systems	1.0	1	1.0	0.8	3333	2.0	1905
7 Software Testing	2.0	2	4.0	3.3	13333	3.0	11429
8			0.0	0.0	0		0
9			0.0	0.0	0		0
10			0.0	0.0	0		0
Professional (Business) Competencies							
1 Business Communication	2.0	2	4.0	3.3	13333	3	11429
2 Business Environment	1.0	2	2.0	1.7	6667	4	7619
3 Customer Service Techniques	2.0	2	4.0	3.3	13333	3	11429
4 Industry and Professional Standards	2.0	3	6.0	5.0	20000	3	17143
5 Information Management	1.0	2	2.0	1.7	6667	3	5714
6 Planning and Organising	1.0	2	2.0	1.7	6667	4	7619
7			0.0	0.0	0		0
8			0.0	0.0	0		0
9			0.0	0.0	0		0
10			0.0	0.0	0		0
Life Skills (Behavioural) Competencies							
1 Analytical Thinking	3.0	4	12.0	10.0	40000	4	45714
2 Client Focus	2.0	2	4.0	3.3	13333	2	7619
3 Communication	2.0	2	4.0	3.3	13333	3	11429
4 Continuous Learning	1.0	2	2.0	1.7	6667	3	5714
5 Creative Thinking	1.0	2	2.0	1.7	6667	2	3810
6 Initiative	1.0	2	2.0	1.7	6667	2	3810
7 Problem Solving and Decision Making	3.0	4	12.0	10.0	40000	4	45714
8 Results Orientation	3.0	3	9.0	7.5	30000	3	25714
9 Working in Teams	3.0	3	9.0	7.5	30000	4	34286
10			0.0	0.0	0		0
			120.0	100.0	400000		
			Overall Economic Value			392381	
			Percentage of Average Total Cost			98.1%	
			Percentage of Incumbent Total Cost			95.7%	