

Appendix VIII: Skills Gap Matrix

	Engineering	Marketing	Sales	Corporate Functions	Others	
Cognitive Domain	<ul style="list-style-type: none"> Thinking and Problem Solving 2.0% ... <p>3.0%</p>	<ul style="list-style-type: none"> Thinking and Problem Solving 2.0% ... <p>3.4%</p>	<ul style="list-style-type: none"> Commercial awareness 2.7% Thinking & Problem solving 1.0% Make things happen 1.0% ... <p>10.8%</p>	<ul style="list-style-type: none"> Commercial awareness 3.0% Thinking and Problem Solving 2.0% Understanding customer 2.0% Attention to details 2.0% ... <p>13.2%</p>	<ul style="list-style-type: none"> Commercial awareness 2.4% Thinking & Problem solving 2.0% ... <p>6.4%</p>	37%
Social Domain	<ul style="list-style-type: none"> Management 3.0% Leadership and proactivity 2.0% ... <p>7.1%</p>	<ul style="list-style-type: none"> Communication 3.4% Management 2.4% Confidence with presentations 1.4% <p>7.1%</p>	<ul style="list-style-type: none"> Communication 3.7% Management 1.7% Proactivity 1.7% ... <p>10.1%</p>	<ul style="list-style-type: none"> Communication 5.1% Social skills 2.0% Confidence 2.0% ... <p>11.1%</p>	<ul style="list-style-type: none"> Communication 3.4% Confidence with presentations 2.4% Management 1.4% ... <p>8.1%</p>	43%
Affective Domain	<ul style="list-style-type: none"> Ability to Adapt 1.0% Fit Culture 1.0% Engagement 1.0% <p>3.0%</p>	<ul style="list-style-type: none"> Ability to Adapt 2.0% Fit Culture 1.0% <p>3.0%</p>	<ul style="list-style-type: none"> Ethic and Integrity 1.7% Engagement 1.0% ... <p>3.4%</p>	<ul style="list-style-type: none"> Engagement 1.0% <p>1.0%</p>	<ul style="list-style-type: none"> Ability to Adapt 1.0% <p>1.0%</p>	12%
Psycho_motor Domain	<ul style="list-style-type: none"> Technology Tools 1.0% <p>2.0%</p>	<ul style="list-style-type: none"> Technology Tools 1.0% Digital skills 1.0% <p>2.0%</p>		<ul style="list-style-type: none"> Technology Tools 1.0% Data Capturing 1.0% <p>2.0%</p>	<ul style="list-style-type: none"> Digital skills 1.0% Excel skills 1.0% <p>2.0%</p>	8%
	15%	16%	24%	27%	18%	