



Competencies of Researcher

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1. Introduction

The world is now more complex, more connected and changing more rapidly. We live in an environment pressured by 24/7 news cycles, fleeting fashions and uncertain futures. Social structures are changing, as are values and attitudes. Competition is growing, people are increasingly mobile and the global economic centre of gravity is changing at a speed not seen before. To cop up with all of these problems' education can be a powerful source. But as the situation is changing, the curriculum should also speed up as the situation demands. And these demands of the society can be known by conducting certain researches, and based on findings of these researches the curriculum should be made.

2. Research

Research can be defined as the search for knowledge or as any systematic investigation, to establish novel facts, solve new or existing problems, prove new ideas, or develop new theories, usually using a Scientific or a Systematic approach. The Primary objective of the research is Discovering, interpreting and the development of methods and systems for the advancement of human knowledge on a wide variety of scientific matters of our world and the universe. Primary Objective of this research paper is to describe Research Competencies (knowledge, skills and attitudes) required in the different aspects of research in this modern world. And a person who devotes his/her life for research is considered as Researcher.

Research involves the mastery of skills needed to design and conduct a systematic, empirical, objective, public, and critical investigation of an identified problem or an issue. Research may be descriptive, designed to develop a theory, or intended to test a hypothesis. To get the research Success, they should demonstrate the ability to conduct independent research and to make appropriate use of quantitative, qualitative, or mixed methods of analytical techniques.

3. What is a researcher?

A researcher is a scholar who can, or will in time through learning and experience, demonstrate:

- Specialized knowledge or expertise, conceptual and intellectual capacities such as the ability to identify and frame key problems, to think critically and analytically, and to generate and communicate interesting and original insights.
- Academic skills such as the ability to produce scholarly high-quality written work and research papers - clearly composed so that the argument, and the evidence that supports it, can be grasped by the intended audience (whether specialist or more general, a conference delegate or a reader with time to reflect).
- Research skills such as the ability to use sources effectively, to gather and organize information, to analyze text, data and theory.
- Personal attributes such as the ambition and ability to work to high standards, to take initiative and responsibility, to be well organized in one's procedures and balanced in one's judgments, to collaborate well with others where appropriate, and to take on board and incorporate constructive criticism.
- Social skills such as the ability to liaise with students, colleagues and academics from other institutions in an effective and appropriate way, to be able to adjust to different circumstances required by academia and to integrate into the larger community of scholars.

4. Competency

There are two divergent approaches to define “competencies”. In one of them, “competencies” denote a set of conscious, trainable skills and abilities which make a teacher effective. In the other, “competencies” are addressed in the context of changeability and uniqueness of each and every educational situation and mean a repertoire of knowledge, personal features and educational techniques (Czerepaniak-Walczak, 1997; Gołębiak, 1998). This approach conceptualizes “competencies” as developing in the space of reflective practice.

5. Competencies for Researcher

As can be seen from the above explanation, the world now requires researcher with enormous range of competencies. Some of the basic competencies are found by the authors of this paper, which are listed as below:

- Critical Review of the Literature and Comprehensive Theoretical Knowledge and in depth understanding. Employees / Students or Any other person, who is going to conduct a Research, must demonstrate the ability to synthesize and critically review a body of literature that is more comprehensive than what is expected for a standard.
- Framing a Research Questions. The Success of the Research mainly will depend on the research Questions. Therefore, this ability / competency is vital for Research. All the research conductors must demonstrate the ability to correctly identify a Researchable Questions.
- Capability of developing instrument for Effective Research. The entire person’s who wish to conduct a Research must demonstrate the ability to design an instrument for collecting data. This competency includes the identification of Existing instruments, the ability to adapt existing instruments for new modalities and to create a new instrument etc.
- Data Collection related Competencies. Students / Employees / Scientists must have document related competencies with primary data collection including activities relating to data coding and data Entry.
- Data Analysis related competencies. It’s needed to have a document related experience with scientific and systematic experience with analyzing either primary data they have collected as part of a supervised research project.

Apart from the above basic competencies, the authors of these papers also came across some of the competencies regarding different aspects like management competency, scientific competency and personal competency. The detailed set of the competencies is given below:

6. Scientific competencies

- Scientific knowledge
- Ability to learn and adapt
- Ability to formulate a research issue
- Capacity for analysis and grasp of sophisticated IT tools
- Ability to work in an interdisciplinary environment
- Ability to incorporate existing knowledge existents

Management competencies

- Ability to work in a team
- Ability to develop a network
- Communication skills
- Ability to assess
- Language skills
- Business culture and management skills
- Project management skills

- Ability to manage and steer teams
- Awareness of the pertinence of the research and its impact on the environment

Personal competencies

- Creativity
- Open-minded approach
- Motivation / Involvement
- Adaptability
- Ability to self-assess