

## Analyzing the Relationship between the Competencies and Wage Level: A Case Study in a Telecom Company

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Competency can be defined as the observable behavior including knowledge, talent and attitudes critical to reach the desired performance. Hence, competencies are behaviors the employees must meet and present in order to make a business enterprise successful. The main objective of this study is to analyze the relationship between competencies and wage level. We hypothesized that there is a positive, linear correlation between the competencies and wage level. In order to test this hypothesis we have collected data from one a Telecom Company. The research findings revealed that competencies significantly and positively affect level of wages.

**Keywords:** Competency, Wage, Human Resource Management.