ERP Skills Assessment

Groupings	Technology-Related								Process-Related				Functional-Related							Implementation-Related										
Resource	Development Tool	Script Language	Workflow	Integration	SQL	DBMS	Tracing	Reporting	Financial Accounting	Order to Cash	Financial Consolidations	Cost Accounting	General Ledger	Payables	Receivables	Purchasing	Order Management	Inventory	Project Accounting	Project Management	Business Case	Business Anabysis	Facilitation	MS Visio	MS Projects	Design	Development	Testing	Communications	Organizational Change
Information Technology																														
Employee A	2	1	2	1	3	1	1	1	2	2	1	1	5	2	1	2	1	1	1	1	1	3	2	4	2	3	1	5	2	2
Employee B	4	4	2	1	4	2	3	3	2	1	0	2	3	3	1	2	1	2	1	1	1	2	2	1	1	4	4	4	1	1
Employee C	5	5	4	5	5	5	5	5	1	1	1	1	4	4	4	3	2	1	4	1.5	1	2	2	4	2	5	5	3	1	2
Average	3.7	3.3	2.7	2.3	4.0	2.7	3.0	3.0	1.7	1.3	0.7	1.3	4.0	3.0	2.0	2.3	1.3	1.3	2.0	1.2	1.0	2.3	2.0	3.0	1.7	4.0	3.3	4.0	1.3	1.7
Required Level	4	4	3	3	5	2	3	4	2	2	2	1	4	2	2	4	4	4	2	4	3	5	4	3	3	4	5	5	4	3
Skill/Knowledge Gap	(0.3)	(0.7)	(0.3)	(0.7)	(1.0)	0.7	0.0	(1.0)	(0.3)	(0.7)	(1.3)	0.3	0.0	1.0	0.0	(1.7)	(2.7)	(2.7)	0.0	(2.8)	(2.0)	(2.7)	(2.0)	0.0	(1.3)	0.0	(1.7)	(1.0)	(2.7)	(1.3)
Business																														
Employee D	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2	3	4	4	3	5	4	3	4	3	3	3	1	2	1	1	1	N/A	1	N/A	2	3	3
Employee E	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1	4	4	3	4	3	4	4	4	3	4	4	1	1	1	1	0	N/A	1	N/A	1	4	2
Employee F	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1	4	5	4	4	4	2	4	3	3	1	1	1	2	1	1	1	N/A	1	N/A	2	4	1
Average	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1.3	3.7	4.3	3.7	3.7	4.0	3.3	3.7	3.7	3.0	2.7	2.7	1.0	1.7	1.0	1.0	0.7	N/A	1.0	N/A	1.7	3.7	2.0
Required Level	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2	4	4	4	4	4	2	2	4	4	4	2	1	3	3	1	2	N/A	1	N/A	4	3	3
Skill/Knowledge Gap	N/A	N/A	N/A	N/A	N/A	N/A	N/A	(0.7)	(0.3)	0.3	(0.3)	(0.3)	0.0	1.3	1.7	(0.3)	(1.0)	(1.3)	0.7	0.0	(1.3)	(2.0)	0.0	(1.3)	N/A	0.0	N/A	(2.3)	0.7	(1.0)