

IMPORTANCE OF DERMATOGLYPHICS MULTIPLE INTELLIGENCE TEST IN COMPETENCY ENHANCEMENT OF EMPLOYEES

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ABSTRACT

This paper emphasis about the importance of Dematoglyphic Multiple Intelligence Test in enhancement of competency of employees. Dermatoglyphic Multiple intelligence test is scientific study fingerprints of human. In order to identify core inborn competence of human and enhance this competence Dermatoglyphic Multiple Intelligence Test plays crucial role. In this paper, review literature focuses on core competencies that a working employee should possess to achieve organisation goal and objectives. It is crucial to understand the traits and competence of employees to perform tasks according to organisational needs. This paper concludes that Dermatoglyphic Multiple Intelligence test can support organisation to measure and evaluate their employee skills in effective manner. All the evaluated gathered secondary data is collected from journals, books and online sources are used for this paper. It is concluded in this paper that with the help of dermatoglyphics multiple intelligence test organisation can evaluate the competencies of their employees and can do proper manpower planning to hire or develop profitable employee for the organisation.

KEYWORDS: Dermatoglyphics Multiple Intelligent Test, DMIT, Fingerprint, Brain Lobes.

I. INTRODUCTION

Dermatoglyphics Multiple Intelligence Test (DMIT) is study of fingerprints of human being that enables an individual to understanding their own inborn potential and personality type. Dermatoglyphics, Multiple Intelligence Test involves combination of various subject discipline like psychology, human genetics, embryology and neuroscience. DMIT Test was early used and implemented by specialised scientists and research experts. It is approved by various medical experts and scholar that dermatoglyphics multiple intelligence test is able to give outcome on identifying skills and personality type of an individual. (Abhimanyu, Bottiger and Singh, 2016).

At gobal level many competitive organisation of different countries are using Dermatoglyphic multiple intelligence test for indentifying skills, quotient and intellengce of employee both before and after hiring at workplace. Moreover, organisation is using DMIT as a tool for conducting SWOT analysis of working employee to identify their main strength and assign them at right job or tasks. Every individual is born with special inborn skills which is hidden and an individual is unaware about it. Through DMIT an individual is enable to find their real hidden talent and shape themselves in right direction of their career. Similary, organisation is unaware about the employees real skill but with the use of DMIT they will be able to use their talents in effective way and proper career planning of an employee can be done. With the help of Dermatoglyphics Multiple Intelligence Test all the competencies whether it is personal, social, professional or academic of an individual can be listed. This test enables an individual to develop a belief in themselves that he or she is capable enough to work and make career in that field were their inborn skills or competence will be enhanced more. (Dholiya and Dholiya, 2017).

Dermatoglyphics Multiple Intelligence Test is effective tool that can be helpful for the organisation to enhance competencies of their working employees. In order to perform with higher efficiency and productivity at workplace it is essential to develop various required competencies or traits. As a working employee in any organisation it cruital to have some general skills or competencies which includes technology skills, intra- personal

skills, inter- personal skills, adaptability to changing environment, leadership skills to handle the tasks or job at allocated working area of the organisation. (Gupta, 2018). On the basis of this context, this paper has covered the importance of Dermatoglyphics Multiple Intelligence Test that can be beneficial for enhancing core inborn competencies or skills of an individual employee working at workplace. can play in With the help of various empirical analysis and multiple secondary gathered data a detail importance of dermatoglyphic multiple intelligence test is covered in this paper in efficient way.

II. REVIEW OF RELATED LITERATURE

Literature review of this research paper plays important role in developing a strong evidence and foundation of the importance of dermatoglyphics multiple intelligence test in developing inborn talent of employees. With the help of literature review method a strong evidence has been developed in this research paper . Various wide range secondary data which includes scholarly journal, online reviewed articles and books were used. It comprises various viewpoint and arguments about research topic. This literature reviews helps in supporting the selected research topic (Bjork, 2011). On the basis of gathered information about importance of Dermatoglyphics Multiple Intelligence Test in enhancing core competencies or skills of working employees in various organisation.

A. Basic Concept of Dermatoglyphics Multiple Intelligence Test

In the views of Sharma *et al.* (2018), the concept of Dermatoglyphics was coined from the two Greek words. One is “derma” which means skin and another one is “glyph” which means carving. It was found that the Dermatoglyphics is the scientific specific study of finger prints patterns that is confidentially and present on human being hands, finger and feet. Dermatoglyphics Multiple Intelligence Test is a scientific research study of fingerprint patterns and brain lobes that was initially developed by Dr Howards Gardener with the cooperation of his decided medical experts team. While developing this test he analysed that 80% human brain developed initial during development of foetus in her mother’s womb. Along with this human brain develops when he or she is new born child, they genetically and environmentally reponse which leads to their foundation for developing various skills including intra-personal skills, inter- personal skills, logical skills, linguistic skills, spatial skills, naturalistic skills. Dermatoglyphic multiple intelligence test enables to retrieve full human brain mapping which helps to identify inborn skills or competencies and personality. Thus, initially at young age with the help of dermatoglyphic multiple intelligence test an individual is able to access their inborn skills or capabilities. According to of Sharma *et al.* (2018), every individual has differentiated or unique confidential fingerperints patterns on their hands. As each individual has unique confidential pattern, it reflects inborn skills that specific to that particular individual in concern with profession or career selection.

This unique fingerprints are closely interconnected with development of human brain when an individual is still under development phase as a foetus in mother’s womb. Formulation of cells leads to the development of neurons in human brain along with development of unique confidential finger pattern on hands. Analysis of brain lobes can be done by studing the finger patterns and ridges on hand.

In the views of Dhankar (2015) and Hurray (2017), it was found that there are several benefits of undergoing Dermatoglyphics Multiple Intelligence Test as it help individual to know their skills and plan their career, participate in academic electives, involve and take initial step to participate and perform extracurricular activities and undergoes self- development. Some of the benefits of Dermatoglyphics Multiple Intelligence Test are as follows::

- Identification of inborn hidden talents, strengths and competencies on an individual at early age.
- Enables to focus on areas where impovement of an individual can be done. It includes social, professional and academic behavioural patterns.
- Identification of individual learning styles and thinking style in concern with gaining or learning new skills or knowledgable study topic.
- Identification of Intelligence Quotients, Creativity Quotients, Adversity Quotients, Vissionary Quotients and Emotional Quotients
- Brain dominance level of human barin - both left and right brain.
- Nature and personalities of an individual.
- Helps in finding compatibilities in social as well as corporate relationships.

B. Essential Competencies among Employees

In the views of Bonk and Graham (2012) in this competitive gobal market every organisation looks for competent employees to blend their learning partices at workplace and make optimum utilization of employee’s skills, knowledge and attitude. To enhance competencies of employees it is essential to find out strength and weakness of working employees. If any employee communication or convincing skill is great he or she should be

allotted task responsibility to handle clients. Moreover, after identification of strength of employees organisation should focus to place them at right job profile and train them accordingly to their main talent. It is crucial for the working employees to enhance their talents not only in particular single skills but other multiple skills. Some effective competencies that every working employees should possess in themselves includes assessment – related skills, convincing skills, adaptability to the changing environment and logical skills. In context with technical competencies each employee should be smart enough to utilize mobile learning applications and other learning management tools to work efficiently at their job or allocated tasks to complete. Similarly, convincing skills is crucial for all the working employees as they have to convince or satisfy their customers for selling finished goods or services. Adaptability to the changing environment is essential nowadays as most of the industry or corporates demands multi-tasking employees who can handle work of different department in the absence of other employees or migrated to work in any other location.

In the views of Noe and Kodwani (2018) all the working employees should be potential enough to identify and satisfy clients needs or demands. This can be only achieved when employees have gone through proper market study and analysed the main requirement of clients. Working employees should have willingness to learn and implement that learning at their working stations. This practices enable employees in guiding others as supervisor and motivating other staffs or peers to develop their potential. Employees have such skills can be at great height as a administrator and can be a good supervisor for their juniors working staffs. Employees should emphasis in possessing competence in conducting research skills in advance to meet the expectation of customers. Higher level of management employees should emphasis on their training skills which includes their teaching methods and approaches to handle technical issues occurred at workplace. In the views Silberman and Biech (2015) employees should emphasis on learning and adapting new learning and technics in order perform with higher productivity. This practice of enthusiasm learning new concept will enhance working competencies of an employee.

C. *Importance of Dermatoglyphics Multiple Intelligence Test in Competencies Development*

According to Gupta (2018), Dermatoglyphics Multiple Intelligence Test enables an employee to understand instinctive and responsive requirements that is essential for developing their core competencies more efficiently. Dermatoglyphics Multiple Intelligence Test is a authentic and scientifically proven self-assessment program that enables an individual to evaluate their hidden qualities and work on it to enhance their skills, knowledge and attitude. Thus with the help of dermatoglyphic multiple intelligence test, management of the organisation can implement this tools of accessing the skills of their employees and train them to enhance their limited personal skills. In the views of Goel and Mittal (2016), some of the key benefits of Dermatoglyphics multiple intelligence test is mentioned below: for evaluating the unique potential of individuals at all ages; thus, this can be used by managerial personnel for catering to all sort of unique potential of employees. The key benefits of using Dermatoglyphics Multiple Intelligence Test as per as Goel and Mittal (2016) are as follows:

- Allows to identify & analysis inborn hidden talents and natural by birth personality of an individual.
- Allows working employees to learn their best approach of learning and ensure them to enhance their understanding capacity.
- Enables employees to focus on those areas that can be customised to them in concern with various learning approaches.
- Guiding employees to choose their career on the basis of their innate capabilities and multiple intelligence.

According to Beggrow and Sbeglia (2019), Dermatoglyphics Multiple Intelligence Test act as a guidance tool for an individual as it emphasis particularly on the those competencies in which individual can perform well or can work on it to enhance particular skills. Moreover, Dermatoglyphics Multiple Intelligence Test enables to develop understanding about their inborn capabilities, skills, behavioural patterns, character traits in order to improve their professional field and other skills like managerial skills, linguistic skills and logistic skills. Optimal utilisation of available human resources can be done in the organisation by using Dermatoglyphics Multiple Intelligence Test. This conducted practice in an organisation ensure that best candidates will be hired to handle specific tasks or job role. Dermatoglyphics Multiple Intelligence Test allows corporate employees for proper labelling of different skills of employees which is concern with knowledge, team work, work experience, education and delegation.

In the views of Rothwell and Kazanas (2011) have found that there are various benefits of conducting Dermatoglyphics Multiple Intelligence Test for organisational working employees in context with enhancing necessary competencies. Some of them are discussed below:

- Pre-employment screening of employees by the organisation allows to develop good understanding about skills competencies and mental strengths of an individual employee.

- Allows to discover hidden skill so that optimal utilisation of hired employees can be done with maximum efficiency.
- Helps in evaluation of the employees performance and improve their core competencies by training them in right way.
- The training and development department of the organisation can schedule training programs according to employees capabilities.
- Allows to identify and list down employees name separately who has strong leadership skills and supervise well.
- Listing of all the required internal abilities that an employer wants in their employees to handle job duties efficiently.
- Reducing the overall operational cost along with maximisation the corporate value by making optimum use of the employees' competencies
- Reorganisation of the human resource for sourcing higher productivity, profitability and sustainability.

III. NEED AND OBJECTIVES OF THE RESEARCH STUDY

All the information mentioned in the preceding sections are in evident form. Dermatoglyphics Multiple Intelligent Test is an authentic effective scientific self –assessment tool that allow an individual to understand human skills and behaviour pattern with the use of confidential fingerprints on hands. There is high scope of implementation of empirical analysis for specific benefits as well as to list potential or intelligence of employees in appropriate way and utilize manpower potential in effective manner. This paper mainly emphasis on evaluation of optimum utilisation workforce and importance of Dermatoglyphics Multiple Intelligent Test in enhancing competencis of employees. In context with this , the main objectives of this research work are mentioned below:

- To identify different ways in which the Dermatoglyphics Multiple Intelligent Test can be fruitful to help the organisation to prepare a list of essential competencies required in a working employee.
- To list out key competencies that is crucial for organisational employees to perform best at their allocated job or tasks.
- To help out in suggesting different ways through which Dermatoglyphics Multiple Intelligent Test can help organisations to identify and develop competencies of their working staffs.

IV. METHODOLOGY

Research methodology allows to develop efficient structured framework in the form secondary data collection process, sample size, research paradigm and research design. In order to address the research in systematic manner and manage the flow of information it is essential to work in proper framework. There are different aspects of research methodology that allows to define and direct methodological resources when any research work is conducted. (Roller and Lavrakas, 2015). For example, Research paradigm is most essential part of a any processed research mythology. With the support this it becomes easy to conduct and study research topic successfully which generally includes various point of views and belief that directly support the research (Kumar, 2019). In this research, positivist research paradigm is used as both critical and objective research methodology was applied to study and evaluate retrived information in concern with Dermatoglyphics Multiple Intelligent Test from books, journals and other online secondary sources. This paradigm was most suitable for conducting and studying this research as it important to develop an generalised theory on this study.

In context with the present research work, descriptive research design is used as it is systematic approach that enables a researcher to indentify research problems from every angle and implement all possible secondary sources. According to above discussion , the main aim of this research is to find out importance of Dermatoglyphics Multiple Intelligent Test in enhancing competencies of employees working in the organisation. With the help of descriptive research design all essential scope and benefits were able be explored well. Moreover, deductive approach was found to be best suited for this research study as it enables to filter the information which was collected for the research purpose. Apart from this deductive approach of research support researchers for preparation of assumptions that is essential for studying the research topic in successful manner. This assumptions are used by the researchers to collect essential data or any other required information (Hancock and Algozzine, 2017).

The data collection method have been used to collect authentic and relevant information in context with dermatoglyphic multiple intelligence test. This process of data collection allows to come to a valid outcomes of research topic and accomplish stated research objectives. Secondary data collection method have been used in this research to gather information that already exists. To collect information that contributes to this research different

online sources, academic books, magazines, journals and reports have been used. The main benefit that researchers get from collecting secondary data and analysis is it saves three main requirements of a researcher which includes time, money and resources (McCusker and Gunaydin, 2015). Using secondary data collection method was found to be beneficial for this research as it develops a strong authentic foundation of collected qualitative information from different sources.

V. ANALYSIS AND INTERPRETATION

According to Sistiaga *et al.* (2010), human beings have four different types of personality which includes dominant, influencer, complicated, steady. In context with learning style human being has three styles which involve auditory, visual and kinesthetic. There are total five quotient and ten multiple intelligence skills in human being which is present in every person as an inborn talent. All this can be analysed with the help of Dermatoglyphic Multiple Intelligence Test to properly measure the intrinsic quality of an individual. If any individual specific and limited features can be listed it will be very beneficial to gather information about hidden skills, strength, quotient, intelligence and traits. Listing of qualities and strength of an individual can be done with the support of Dermatoglyphics Multiple Intelligence Test. With the help of this test parents enable to understand real potential of their children, teaching staffs is able to understand learning style of their students and managers are able to understand working staffs skills in better way. In this paper it is depicted through the literature review that Dermatoglyphics Multiple Intelligence Test is a crucial tool that can be utilised by the human resource management of the organisation so that right job allocation and delegation decision can be taken. Moreover, this test will support organisation in higher profitability, high performance of working employees and sustainability.

Dermatoglyphics Multiple Intelligence Test acts as a professional guide to the working employees and allows to list down talents, skills and personality as well. In order to choose career path and go for career planning dermatoglyphics Multiple Intelligence Test is beneficial. According to identification of skills an individual can join professional courses or training institutes to enhance their skills and knowledge (Goel and Mittal, 2016). It is also depicted from the literature review that Dermatoglyphics Multiple Intelligence Test that individuals can gather information about their core competencies which will allow them to enhance their professional career ahead.

As per the information that is discussed in the research related literature review, every individual is unique with their own inborn skills, quotients, intelligence and learning style which be evaluated with the help of self assessment tool known as Dermatoglyphics Multiple Intelligence Test. which provides details about varied features of about that individual concerning professional, social and academic aspects. It was found in the literature review section that brain lobes development and fingerprint development are interconnected and it starts when a child is foetus in mother's womb. Thus, fingerprints present on hands is used for analysis of human competencies and personality traits.

According to Noe and Kodwani (2018) in context with competencies, working employees should possess leadership skills, intra- personal skills or inter- personal skills and adaptability to changing environment which enhance their quality in performing job duties better. To enhance competencies of working employee it is essential for the organisation to focus on strengths and train them in structured way to improve productivity. Thus, they need to possess the knowledge they are preaching before they can train employees. For this purpose, trainers should be keen learners themselves. Organisation becomes strong at administrative level and tailor effective training programs for working employees to enhance their core competencies. Through dermatoglyphics Multiple Intelligence Test organisation is able to do fair assessment for their employees. Moreover, proper monitoring of limited skills of an employee can be listed separately and trained to enhance that particular skills or competencies.

Dermatoglyphics Multiple Intelligence Test helps in determining learning style of individual which allows organisation to develop training modules according to requirements of employee skills enhancement. In the views of Gupta (2018) conducting Dermatoglyphics Multiple Intelligence Test on working employees in an organisation is needed to emphasis on specific talent and allocate job tasks according to that talent.

VI. CONCLUSION

This research paper emphasis on the importance of usability of the Dermatoglyphics Multiple Intelligence Test in an organization to enhance the skills of working employees. Dermatoglyphics Multiple Intelligence Test is a scientific authentic self assessment tool that evaluates fingerprints' patterns present on hands and feet of human being for better understanding of individual limited skills, their personality, traits and hidden potential. Dermatoglyphics Multiple Intelligence Test was developed with study of different subjects which involves genetics, embryology, psychology, dermatoglyphics and neuroscience, and was firstly used by scientists to understand human behavior and inborn talent. This paper focuses on determining all the required skills any employees should possess to enhance their working efficiency and productivity.

This research paper is created by using positivist research paradigm as using wide perspective about dermatoglyphics multiple intelligence test gives empirical work which supports derived final result. Moreover, descriptive research design and deductive research approach is used for this research as it supports to collect , process and analyse relevant information in concern with research topic. All the secondary online sources including journals, e-books, articles and reports are used for analysis and come to to final conclusion related to research topic.

Overall, it has been analysed in this research work that Dermatoglyphics Multiple Intelligent Test allows organisation to separately list down specific talent of working employees to develop their professional skills to perform best at job roles and enhance their core competencies. Identification of core skills, personality and learning styles becomes easy through dermatoglyphics multiple intelligence test and organisation is able to train them in proper direction for better career and enhancement of skills.

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