

## Use of the SWEAT Analysis Approach to Determine the Effectiveness of a School's Implementation of Its Curriculum

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**Abstract :** The focus of this study is on the use of the SWEAT analysis approach to determine how effectively a school, as an organization, has implemented its curriculum. To gauge the feelings of the teaching staff, unstructured interviews were employed in this study, asking the participants for their ideas and opinions on each of the three identified aspects of the school: instructional materials, media and technology; teachers' professional competencies; and the curriculum. This investigation was based on the five key components of the SWEAT model: strengths, weaknesses, expectations, abilities, and tensions. The findings of this exploratory study evoke the significance of the SWEAT achievement model as a tool for strategic analysis to be undertaken in any organization. The findings further affirm the usefulness of this analytical tool for human resource development. Employees have expectations, but competency gaps in their professional abilities may hinder them from fulfilling their tasks in terms of their job description. Also, tensions in the working environment can contribute to their experiences of tobeophobia (fear of failure). The SWEAT analysis approach detects such shortcomings in any organization and can therefore culminate in the development of programmes to address such concerns. The strategic SWEAT analysis process can provide a clear distinction between success and failure, and between mediocrity and excellence in organizations. However, more research needs to be done on the effectiveness of the SWEAT analysis approach as a strategic analytical tool.

**Keywords :** SWEAT analysis, strategic analysis, tobeophobia, competency gaps

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