



Competency Based Hrm.

Ganesh Shermon

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This is an exhaustive reference for building organizational competency in order to meet challenges that exist in the present day work environment. This book, written by an eminent human resources specialist, contains very valuable material on competency, the competency mapping process, assessment centers as well as behavioral descriptions. It is a treasure chest of templates for assessments, interview questionnaires, metrics and more importantly concepts, that explain to a professional the know-how to integrate various hrm activities with a competency based system. The starting point of this book is that a competency development initiative must flow from the core business competencies. Thereby what is required is identification of people competencies from an understanding of the critical success factors that differentiate the organization from its competition. The strategic goals of the organization and consequently its competencies have to align with people competencies. For effective articulation or implementation of strategy, competencies form a crucial linking pin as it binds business objectives with that of people objectives. This book provides an exhaustive guidance to the leaders in the organization-including the ceo, hr managers, senior members of the sales, production, and service team to create an excellent organization. It elaborates the processes through specified time lines as to what's to be done. As we move from direct transfer to a specific skill or knowledge to a more complex set of processes, content, behaviors or procedures, learners require greater guidance in determining what training is appropriate for them at any given time.

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