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DEVELOPING COMPETENCY FRAMEWORK AND ASSESSING COMPETENCIES

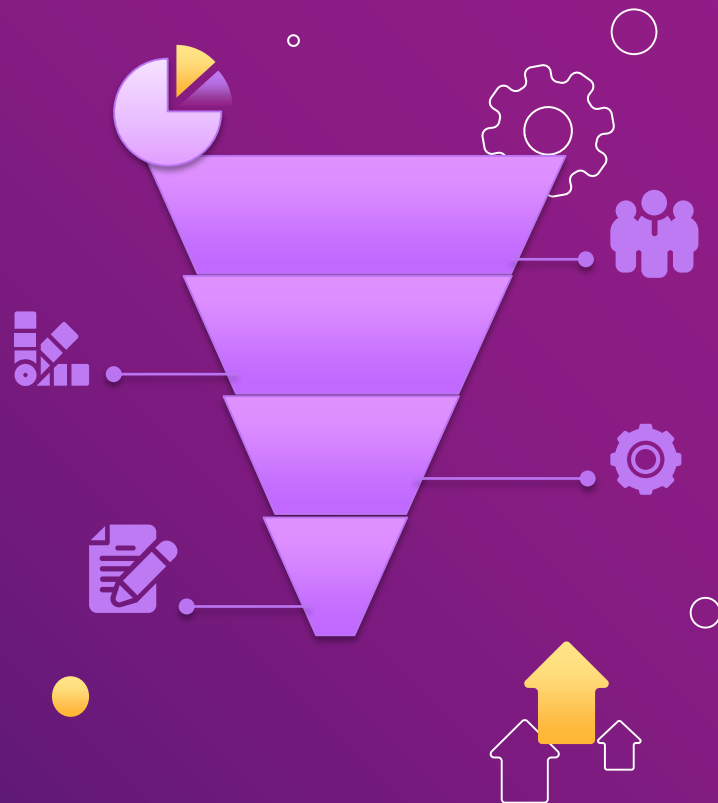




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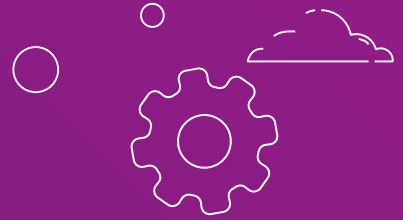
CHAPTER 1:

OVERVIEW OF THE COMPETENCY FRAMEWORK





IN THIS CHAPTER



01

1. Concepts of competency
2. Component of competency and the concept of competency dictionary
3. Constituent elements of competency
4. The degree of competency





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CHAPTER 2:

APPLICATIONS OF THE COMPETENCY FRAMEWORK





IN THIS CHAPTER

02

1. Application of competency framework in human resource management
2. Application of human resource management and personnel utilization
3. Application of competency framework in recruitment processes
4. Application of the competency framework in training, development, and succession planning





CHAPTER 3:

ROLE AND RESPONSIBILITIES OF HR IN COMPETENCY FRAMEWORK DEVELOPMENT





IN THIS CHAPTER

03

1. Primary role of HR in competency framework development process
2. Specific responsibilities of HR in competency management
3. Enhancing employee awareness and skills regarding competency framework
4. Managing and ensuring accuracy of competency information
5. HR approach and support for employees





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CHAPTER 4:

METHODS FOR IMPLEMENTING THE
DEVELOPMENT OF COMPETENCY
FRAMEWORK.





Methods of implementing competency framework development



- 1 **Clearly define the purpose**
- 2 **Standardize the business**
- 3 **Build a common competency framework**
- 4 **Identify capacities and competency levels for each position**
- 5 **Conduct evaluation**





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CHAPTER 5:

THE PROCESS OF DEPLOYING THE
DEVELOPMENT OF COMPETENCY
FRAMEWORKS AND ASSESSING
COMPETENCY





IN THIS CHAPTER

05

1. Process of competency framework implementation & evaluation
2. Standardize the structure, function, and mission tasks through the value chain and business flow
3. Value chain construction practice
4. Business flow analysis
5. Conducting business flow analysis in practice





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CHAPTER 6:

PRACTICAL APPLICATION OF
COMPETENCY FRAMEWORK &
COMPETENCY STANDARDS





IN THIS CHAPTER



06

1. Use case: A fictitious ABC Financial Company

2. How to ABC Financial company build their competency framework with:

- Identifying Primary Goal
- Establishing Framework
- Defining Required Competency – by position, levels, job families, roles
- Creating clear and concise definition
- Conducting explanation on how to use the framework to set performance
- Role Mapping competency with job titles
- Access Competencies off staffs
- Standardize job descriptions
- Build the training roadmap associated with job titles
- Deploy on HRM System





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THANKS!

DO YOU HAVE ANY QUESTIONS?

EduconnHub.com

Training@educonnhub.com

ocngiden428@gmail.com

