

The competency model of training new employees

Psychology



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Orientation of new employees into an organization is often a procedure filled with a lot of doubt among the board of directors. The new employees are also nervous and overzealous about the tasks that they are going to perform. They are often at times not sure of what is expected of them and this is the reason that led to the formation of a four stage cycle suggesting a possible training model for inducting employees into an organization. Noel Burch developed the four stages for learning any new skill in the year 1970 while she was an employee at Gordon Training International. This model has since been attributed to Abraham Maslow since he was a tutor at the facility at the time of its discovery.

The competency model of training has made a remarkable contribution in achieving competency based education movement to the training of professional psychologists. The model helps the management to strike a balance between the utilization of human resources and business strategies. The competence model helps human resource professionals to decide on such pertinent issues that are likely to increase the productivity of the organization. Among the strategies is the need to create understanding and awareness among the employees and advise them on why change is important and why competence will be essential in managing the change. There is also need to enhance work force skills through constant training of the employees as this strategy helps employees gain unconscious competence hence improving their speed of handling tasks.

The competence model of training is responsible for motivating the employees into going an extra mile in doing their duties since there is a promise for a reward and incentive. Competence models increases the link <https://assignbuster.com/the-competency-model-of-training-new-employees/>

between performance, pay and employee appraisal hence it is very applicable in any organization that values corporate values and culture (Donovan, 2009, p 30). The matter of competence in training is a critical factor therefore the training manager needs to create an integrated workforce based on an understanding of the level of competence required by the organization. It is only after undertaking an analysis of the competence model that the manager can accurately assess the strengths and weaknesses of all the employees.

The second part of the paper wants an explanation for the role and importance of the relationship between competency and the practice of professional psychology. Since the competence model is made up of key competence qualities such as knowledge, personal abilities and skills, it is an important ingredient in determining success of an organization. The competency model works though synchronizing both quantitative and qualitative data analysis. The role of the competence model is to validate an approach that works for the organization towards meeting the standards and practices internationally recognized in the field of organizational psychology (Madson 2009, p 9). This is where the relationship between competency and professional psychology sets in. the competence model forms a platform on which all HR activities such as selection, recruitment, training, development performance and management succession planning relies on.

Competence is a standard requirement which acts as a measure against which an individual's performance can be gauged. Management competence integrates traits such as emotions, thinking and intelligence which make it more psychological than artificial experience. The team in charge of recruiting professional workers need to have a clear understanding of the <https://assignbuster.com/the-competency-model-of-training-new-employees/>

human psychology in that he or she create a drift between artificial experience and psychological capability of a person. Personally natural traits are more consistent than artificial traits since natural traits represent the real personality of an individual.

References

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