

# Competencies in hr

Business, Management



Core competencies are an essential method for the company. It helps to develop the competitive advantage over other companies. The actual sources of advantage are to be found in the management's capability to combine business varied technologies and production skills onto competencies that authorize and enable individual businesses to adapt rapidly to shifting opportunities. In short, core competencies are the combined learning in the organization, particularly how to organize various production skills and participate numerous streams of technology to accomplish interactions and generate unexpected products (Prahalad, and Hamel, 1990, p. 9-90). In other words, by selecting and focusing on an organization's core competences, the management is talented to take significance which empowers the organization to attain a greater productivity. The preferred outputs for an organization are increased profits and revenues. The output for an army organization is mission achievement in battle fighting, solidly operations, or homeland protection. Senior management will consequently be judged on their capability to recognize, encourage, and exploit core competencies that create achievement potential progress and revenue for an organization; efficiency and mission success for a military.

While great republics usually tend to develop large, all-purpose forces to cover all possibilities and army characters, smaller republics, with both smallest citizens and resources or budgets must consider what core competencies they should emphasize in order to deliver worth additional contributions as association followers, peacekeeping contributors, and ad-hoc partners. These competencies can suggest concentrating on sure position competences.

Competencies are the fundamental elements of talent management practices. They are the demonstrable and assessable knowledge, skills, behaviors, individual characteristics that are allied with or predicative of excellent job performance. There are two types of competencies:

- technical competencies
- behavioral competencies.

Why competencies importance: The first point is to link the competencies model with business or organizational strategies that make the managements understand and define the skills, attributes, attitude and knowledge leads to high performance.

Through competencies model the organization sends a consistent message to the workforce about what it takes to be successful in the job. The importance of competencies matrix helps employees realize what helps drive successful performance. It is an approach concentrate on the “ how” of the job. It means the competency model is behavioral rather than functional concentrate on the people rather than jobs. Moreover, competency models consider as an outcome driven rather than activities, for instance, the job description focus on activities while the competencies matrix focus on outcomes.

Integrates HR strategy with organizational strategy both focus of outcomes. The competencies framework set in the heart of HR, it serves as the basis upon which all employees processes are constructed (Berger and Berger, 2011). On the other word, competencies model provides an organization with a common language and a consistent and measurable platform on which

Human Resource systems can be based. In addition, the competencies model is important because it:

- Defining the factors for success in jobs and work roles. Assessing the current performance and future development needs of persons holding jobs and roles.
- Mapping succession possibilities for employees.
- Selecting applicants using competency based interviewing & assessment techniques.
- Designing and determining training solutions.

The competency Model: The competency model classifies usually three clusters of competencies:

1. Core competencies: reflect the set of critical competencies required throughout the company to shape the organizational abilities and culture required to accomplish the strategic goals. Time management, communication and result orientation are an example of core competencies.
2. Leadership competencies: this type of competencies designed for the managerial position of several level for selection, succession planning and development purpose. An example of leadership competencies are Conflict management, leadership skills and strategic thinking.
3. Functional or technical competencies: consider as a special type use specifically for each job family. For example budgeting and forecasting, policies and procedure and payable are an examples of technical competencies.