



Competency-Based Human Resource Management

By Srinivas R. Kandula

Prentice-Hall of India Pvt.Ltd. Paperback. Book Condition: new. BRAND NEW, Competency-Based Human Resource Management, Srinivas R. Kandula, Competency-based HRM is a methodology adopted by various organisations to assess the current capacity of their resources based on competencies, against the capacity needed to achieve the vision, mission and business goals of the organisation. This book comprehensively dwells on all the aspects of competency-based Human Resource Management, and its relevance in various industry verticals. The book has been organised into five chapters--each focusing on the tools and techniques to judge core competencies. Beginning with the fundamental theories and definitions of competency, the book goes on explaining the mapping methods like Repertory Grid, DACUM, competency card sort activity and so on. The book further presents the analytical tools that help to build competency models which help in establishing reliability. Benchmarking competency models and assessment tools are also dealt with in detail. The concluding chapter elaborates competency applications to Human Resource Management in the functional areas of recruitment training and development. The book is interspersed with the Case Studies to add practical insight to the subject. The book serves both as a textbook for management students and as a reference book for working HR professionals.



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