# **COMPMETRICA** Competency Model



Using a competency model as a central point for managing human resources represents one of the mosteffective ways to maximize the investment made in recruiting, staffing, training, and assessing your personnel. Compmetrica is proud to present its professionally designed competency model which is currently used by numerous private and public sector organizations, including numerous human resources management (HRM) consulting firms and human resources specialists. Through the Compmetrica Competency Model, candidates can be evaluated on 60 different competencies, allowing organizations greater transparency, versatility, and flexibility in their human resources management and selection practices.

#### Description

• The **Compmetrica Competency Model** contains 60 competencies which easily apply to all positions within an organization, from general labourer to senior management positions. Each competency is clearly defined and includes a series of behavioural indicators that can be used for performance management purposes and applied to any type of position.

The Compmetrica Competency Model includes:

- A description of the impact of insufficient or excessive demonstration of the competency, and the emotional, social, cognitive, and technical components related to each competency;
- An analysis of the frequency at which each competency is selected along different position levels (individual contributor, professional, manager, executive);
- A learning difficulty index based on the competency's inherent structure as well as the personal and organizational investment required to develop employees on this aspect.
- The competency model has been used in the development of all other **Compmetrica assessment products** including training plans, structured interview questions, reference check questionnaires, as well as a wide variety of other standardized assessment products.

### **Targeted** Clientele

Organizations that value a competency based approach in the management of their human resources.

#### Conditions

The **Compmetrica Competency Model** can be purchased, by visiting the Compmetrica website (www.compmetrica.com).

#### Qualifications

Specific qualification/training is NOT required to use the **Compmetrica Competency Model**.

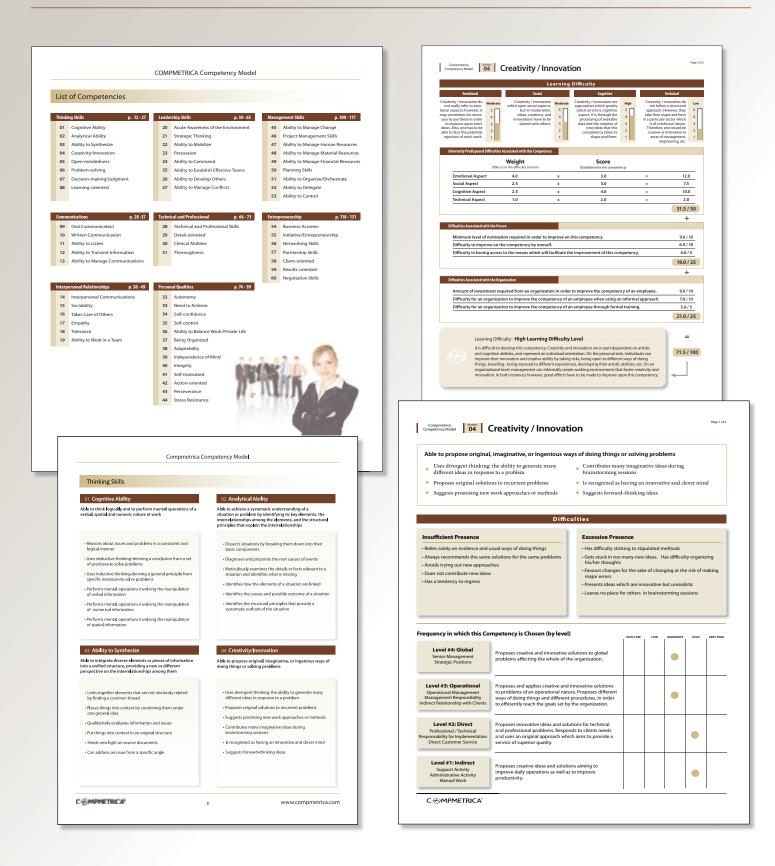




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COMPMETRICA COMPETENCY MODEL

#### COMPMETRICA Competency Model Presentation of the Compmetrica Competency Model



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