

The Handbook Of Competency Mapping Understanding Designing And Implementing Competency Models In Organizations

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Introduction to Competency Mapping One of the best examples of competencies, role-based competencies, competency framework, assessment, prediction, superior performance and selection, is imbedded in ancient wisdom in the writings of Kautilya (4th century BCE) in his written record, Arthashastra. Here is the excerpt:

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Analyzes organizational outcomes in order to make decisions, set priorities or choose goals on the basis of calculated inputs and outputs. This includes analyzing both process and people related outcomes. Provides leadership in effective management and stewardship of resources. 170 The Handbook of Competency Mapping.

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The Handbook of Competency Mapping: Understanding, Designing and Implementing Competency Models in Organizations. Edition: 2. Author: Seema Sanghi. Publisher: SAGE Publications India Pvt Ltd. Publication year: 2007. Online pub date: May 31, 2012.

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The second edition of this bestselling book is designed to help human resource managers and professionals understand, develop, manage and map competencies within their organizations. Using a highly accessible framework and structure, this reader-friendly book tackles key issues. that include: - Understanding and developing competencies.

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This is a reasonable introductory guide to competency modeling. It lacks the detailed treatment of job analysis and assessment found in organizational psychology journals, but that's not a reasonable expectation for a how-to book. Seema Sanghi has done a good job introducing the fundamentals.

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