

Competency Based HRM

20 October 2021 02:00 PM - 20 October 2021 05:00 PM

Brief Overview:

Competency-based HRM is about using the concept of competency and the results of competency analysis to inform and improve the processes of performance management, recruitment and selection, employee development, and employee reward. The language has dominated much of HR thinking and practice in recent years.

The two prime reasons for organizations to use competencies were

- a) that the application of competencies to appraisal, training and other personnel processes will help to increase the performance of employees;
- b) that competencies provide a means of articulating corporate values so that their requirements can be embodied in HR practices and be readily understood by individuals

Session content:

- Introduction to Competency.
- Competency Iceberg Model.
- Classification of Competencies.
- Process of Competency Mapping.
- Assessment center and assessment tools.
- Competency-based H R Management.
- Application of competency-based HRM.
- The above Content may vary depends on participants' expectations.

For Whom:

- HR Professionals.
- HoD from all functional areas.
- Consultants, Trainers and Business owners.

Key Takeaways:

- Create well-developed competency maps for participants' organization.
- Will help participants to do a SWOT analysis of their competency-based HRM practices.

Facilitator profile:

Mr Ragesh has more than 25 years of experience in the Human Resource Development vertical. He was Head of Human Resources at Volex Interconnect India Pvt. Ltd., which is a Multinational Company. Mr Ragesh had successful stints at Kone Elevators, Eurotherm Del India Limited and Pentagon Global solutions too. Now he is managing his HR Consultancy firm named Hale Human Capital.

He has conducted numerous training programmes and developed training modules on Team building, Leadership, Emotional Intelligence Balanced score card and Competency Mapping etc. Successfully implemented 360-Degree appraisals at Eurotherm Del India Limited. He did his Masters in Social Work. Also a Diploma holder in SathyaSaiEducation and obtained a green belt certificate in six sigma from QT & T. He is certified by Thomas internationals personal profile Analysis (DiSC).

His in-house workshop is widely appreciated by Vascon, Stock Holding corporation, Allison Transmission, BorgWarner, Asian PPG, Winergy Drive systems, NSIC, NTPC, India Cements, Flowserve, TVS Turbo etc. He is an empanelled trainer at Madras Management Association (MMA), Hindustan Chamber of Commerce and Management Study Centre. He is a Consultant and H R Advisor for GT Group of companies and many more.

Fee Details:

- **Fee Details**
- Member amount : Rs 767.00- (Including 18%GST)
- Non Member amount : Rs 767.00- (Including 18%GST)
- Total Member count : 100