

Requirements for Selection Competencies

1. Knowledge of the relevant skills for the position.

Knowing the skills associated with the job is key to the success of personnel selection. If the position has been created recently, it will be necessary to extract the information of the necessary competencies in similar positions.

If the position is already known, it will be necessary to carefully evaluate which people have successfully developed that position and why they have achieved it.

2. Definition of these relevant competencies.

It is one thing to know which competencies are key to a certain job and quite another to define them correctly in order to measure them. It is important to define which competencies are more important and which less, and thus be able to weight the result.

3. Measurement of skills.

Once we know the competencies and have defined them, during the process we will have to measure them, in order to know to what degree they are present in each of the candidates. This process is not easy, but it is necessary to be able to objectify the selection process and the associated skills.

4. Evaluation of the skills of each person.

Finally, we will proceed to evaluate the competencies that each of the candidates for the position has. Being able to measure allows us to have objective data to be able to decide which candidates are more appropriate and which are less suitable for a given job.

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REFERENCE:

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Selección por Competencias. ¿Qué es y sus Beneficios?

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