

Practices of Competency Models Development

V. V. STRYGINA

CEO and leading expert at the Methodological Consulting Centre "Business Factor"

E. V. VINORGADOVA

*PhD in psychology, executive secretary
at the "Social Psychology and Society" journal*

The authors introduce their own approach to the development of competency models and discuss the reasons for the recent increase in interest in competency-based employee evaluation. The concept of competency has changed considerably over the time and the differences between various categories of competency are not so distinct nowadays. The authors analyse the methods of competency evaluation and describe the principles of competency model development, providing a self-designed full-size competency model considering every aspect of its application for the purposes of competency evaluation in employees.

Keywords: *competency, competency model, competency categories, employee evaluation, methods of competency evaluation, employee management.*

REFERENCES

1. Boyacis R. Kompetentnyi menedzher. Model' effektivnoi raboty. M., 2008.
2. Metod kompetentsii <http://www.smart-edu.com/professionalnye-kompetentsii/metod-kompetentsiy.html>
3. "O Konceptcii modernizatsii rossiiskogo obrazovaniya na period do 2010 goda". Prikaz Ministerstva obrazovaniya Rossiiskoi Federatsii ot 11.02.2002.
4. Ocenka i razvitie personala na osnove modeli kompetentsii <http://www.hr-portal.ru/article/ocenka-i-razvitie-personala-na-osnove-modeli-kompetentsiy>
5. Spenser-ml. L.M., Spenser S.M. Kompetentsii na rabote. M., 2005.
6. Uiddet S., Holliford S. Rukovodstvo po kompetentsiyam. M., 2003.
7. Federal'nyi gosudarstvennyi obrazovatel'nyi standart vysshego professional'nogo obrazovaniya ot 22.02.2007.
8. Delamare le Deist F., Winterton J. What Is Competence? // Human Resource Development International. 2005. Vol. 8. № 1 <http://www.hr-portal.ru/article/chto-takoe-kompetentsii>.
9. White R.W. Motivation reconsidered: The concept of competence. Psychological Review. 1959. Vol 66 (5). doi: 10.1037/h0040934.