

Competency-Based Human Resource Management: Discover a New System for Unleashing the Productive Power of Exemplary Performers

By David D. Dubois, William J. Rothwell

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Force-fitting employees to job descriptions leads to unhappy people and substandard performance. For years, HR professionals have struggled with this dilemma. But it doesnâ??t have to be that way. Competency-Based Human Resource Management describes a new model of performance management that matches employee talents to the work that must be done. By focusing on the critical competencies that distinguish star performers, HR professionals can transform the way they recruit, select, train, develop, and compensate top-performing employees.

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Editorial Review

Review
A must read for any manager responsible for change in his or her organization. I have implemented these concepts with my managers and have seen direct results with their strategic thinking and problem resolution skills. -- Jacquelyn Nunez, Vice President, Group Operations, The Union Labor Life Insurance Co. I challenge any HR or training professional to use these methodologies in his or her organization. It will mean a whole new way of partnering with the other functional areas. -- Kimberly R. Woollard, Vice President, Human Resources, MacDill Federal Credit Union A book inexorably linked to post-millennium business success! Best-in-class companies must look beyond profit and head count to drive the world economy and social change. Dubois and Rothwell's brilliant and pragmatic concept of competency-based HR systems is one of the foundations of this contemporary approach! -- Regina M. Sacha, Vice President, Human Resources, FedEx Custom Critical A well-researched book with practical application appropriate for a teaching text as well as a professional resource. A well-balanced presentation of theory and practice that acknowledges challenges as well as opportunities. Very readable-a must for the busy HR professional. -- Edith M. Donohue, Ph.D., SPHR, consultant; coauthor of Life After Layoff Explains how fitting employee talents to the work is more effective method. This comprehensive guidebook shows how to do it. Soundview Executive Book Summary HR helps organization get the best out of its workforce. This book presents a new method for managing that talent. HR Magazine This comprehensive, applied handbook will be of significant interest to HR professionals, professors, and students alike. Choice Thorough, honest, solid, and especially useful if YOU are the one called upon to explain all this to everybody else! Training

From the Inside Flap
The traditional HR emphasis on job descriptions shortchanges both the employee and the organization, according to authors David Dubois and William Rothwell. The more effective method is to fit employee talents to the work that must be accomplished.

Moving beyond industrial-age notions of work, COMPETENCY-BASED HUMAN RESOURCE MANAGEMENT describes how to reinvent the HR department so that job competencies--rather than job descriptions--become the foundation for all HR efforts. By isolating and focusing on the key competencies that distinguish top performers, HR departments can unleash the power of exemplary performers across all job categories and see significant gains in productivity.

This comprehensive handbook shows organizations how to make the transition from a work-based environment to a competency-based foundation. It includes planning tools, checklists, worksheets, and other practical aids that guide HR professionals as they transform their organizations into world-class performers.

About the Author
David D. DuBois, William J. Rothwell

Users Review

From reader reviews:

Sheldon McLean:

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Joe Stearns:

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Beth Murray:

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