



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 doesn'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:

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Why don't make it to become your habit? Right now, try to ready your time to do the important action, like looking for your favorite book and reading a guide. Beside you can solve your short lived problem; you can add your knowledge by the book entitled Competency-Based Human Resource Management: Discover a New System for Unleashing the Productive Power of Exemplary Performers. Try to stumble through book Competency-Based Human Resource Management: Discover a New System for Unleashing the Productive Power of Exemplary Performers as your close friend. It means that it can to get your friend when you truly feel alone and beside those of course make you smarter than ever. Yeah, it is very fortunated to suit your needs. The book makes you far more confidence because you can know anything by the book. So , let us make new experience along with knowledge with this book.

Mindy Martinez:

Now a day people who Living in the era exactly where everything reachable by talk with the internet and the resources within it can be true or not need people to be aware of each data they get. How people have to be smart in having any information nowadays? Of course the answer is reading a book. Studying a book can help persons out of this uncertainty Information particularly this Competency-Based Human Resource Management: Discover a New System for Unleashing the Productive Power of Exemplary Performers book since this book offers you rich information and knowledge. Of course the knowledge in this book hundred % guarantees there is no doubt in it you may already know.

Barbara Bell:

The particular book Competency-Based Human Resource Management: Discover a New System for Unleashing the Productive Power of Exemplary Performers will bring one to the new experience of reading a book. The author style to clarify the idea is very unique. In the event you try to find new book you just read, this book very suited to you. The book Competency-Based Human Resource Management: Discover a New System for Unleashing the Productive Power of Exemplary Performers is much recommended to you to learn. You can also get the e-book from official web site, so you can quickly to read the book.

Myra McKenzie:

People live in this new day of lifestyle always try to and must have the time or they will get lot of stress from both day to day life and work. So , if we ask do people have free time, we will say absolutely yes. People is human not a robot. Then we consult again, what kind of activity are you experiencing when the spare time coming to anyone of course your answer will probably unlimited right. Then do you ever try this one, reading publications. It can be your alternative throughout spending your spare time, the book you have read is definitely Competency-Based Human Resource Management: Discover a New System for Unleashing the Productive Power of Exemplary Performers.

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