

MEASURING COMPETENCIES FOR AN EFFECTIVE PERFORMANCE - A GENERAL PERSPECTIVE

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ABSTRACT

Managers have been advocating the practice of an effective performance management all their lives. The key to performance depends on a specific behavioral component, which may also be termed as a “Skill Set”. Managers not only set goals and targets, but they also plan work routinely, and constantly measure their employees progress toward those goals and provide a feedback, measuring the employee standards, Mere establishment of standards is not sufficient managers must take care to develop the skills needed to reach them. They should make use of various formal and informal rewards to recognize the behavior and results that help employees accomplish their mission.

Core competencies are the combination of pooled knowledge and technical components working together and supporting each other for achieving a natural, and an effective performance management. When managers conduct an employee appraisal, they are evaluating that staffer’s performance, attitude and achievements. The more the detailed feedback given to the employee the greater potential for improving the performance, maintaining high standards.

A core competency is an organization unique characteristic or capability. Therefore the purpose of this article is to elucidate the various core competency skills which typically comprise fundamental knowledge, ability or expertise in a specific subject area or skill set, which need to be evaluated in order to achieve a competitive advantage in the marketplace, and which delivers value to customers, and contributes towards the organizational growth.

KEY WORDS: Core Competencies, Skill Sets, Performance Measurement.

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