

Job Competency Management



- Database of job competencies.
- Job Specification and Job Description to Positions
- RCL (Required Competency Level) of competencies for each Job Position.
- Additional specific competencies attachment to staff on top of standard sets required by job functions.
- Periodic staff competencies review and identification of ACL (Actual Competency Level).
- GAP Analysis of employee's actual competencies as compared to the required competencies as specified in the Job Position
- Online competency review by superior with workflow routing.
- GAP analysis report – detailed and summary.
- Competencies GAP analysis summary by grade.
- Integration of GAP analysis to TNA process for auto identification of Courses that would address the GAPS.



The Philosophy of Continuous Improvement...