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... two factors are  
important for  
competency based job  
analysis.

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## **(PDF) Competency based Job Analysis - ResearchGate**

Remember, traditional = "what", competency-based focuses on the "how" things are done.

3 Reasons to Use  
Competency-Based  
Analysis: Traditional  
job descriptions may  
backfire = especially if  
a high-performance  
work system is the  
goal, as free-moving  
employees is the goal  
(and traditional

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prohibits that  
movement from  
happening)

**b. Competency-  
Based Job Analysis  
on HR Notes - BU354**

Job Analysis in HRM –  
Competency Approach.  
Competency approach  
of job analysis (also  
known as competency-  
based job analysis) is a  
comparatively newer  
practice in human  
resource management.  
Competency-based job

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Analysis

analysis involves analyzing a job in terms of competencies required for performing the job effectively.

### **Job Analysis in HRM: Meaning, Methods, Process and Uses**

Job Analysis is the systematic study of jobs. Job analysis information serves as the foundation for all strategic talent management work. It connects



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organizational strategy and works outcomes by providing a clear understanding of the required job behaviors, the human characteristics required to perform the activities, the context in which the job is performed, and the outcomes of the job.

## **Job Analysis and Competency Modeling - Human Capital Growth**

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JOB ANALYSIS Kathrina

Maika A. Montayre BS  
Psychology 3 Job

Analysis and Design  
(Psych 31) 6:00 - 7:00

pm June 21, 2013 2.

COMPETENCY BASED  
JOB - ANALYSIS

Describing a job in  
terms of the

measurable and

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observable behavioral competencies an employee must exhibit to do a job well.

## **Competency - based job analysis - SlideShare**

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## **Competency Based Job Analysis Hrmars**

Both job analysis and competency modeling relate to individual differences (skills or proficiencies) valued

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by the individual and by the organization. In the business world, people may mean several different things when they say “competency,” so it is important to discover the process by which the characteristic was determined and the use for which it is intended.

## **Job Analysis and Competency Modeling -**

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# Acces PDF Competency Based Job Analysis - ResearchGate

Components of a Job Analysis. Job Analysis can be further categorized into the following components:.

**Job Position:** The designation of the job and the employee holding that designation in the organization is referred to as the job position. job position serves as the base for the compensation system

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in an organization. The high designated job as well as the job holder receives higher ...

## **What Is Job Analysis? Concept, Components, Process, Methods**

Competency based Job Analysis - CiteMan.

Posted: (5 days ago)

Competency-based job analysis means describing the job in terms of the measurable,

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observable, behavioral competencies (Knowledge, skills and/or behaviors) that an employee doing that job must exhibit to do the job well. This contrasts with the traditional way of describing the job in terms of job duties and responsibilities.

**What Is Competency  
Job Analysis -  
CareHealthJobs.com**  
Competency-Based Job

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Description;  
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Description. A job  
description serves  
several purposes:  
Provides essential  
information for  
assigning the  
appropriate pay grade,  
job function and/or title  
for the job, Assists in  
recruiting efforts for  
screening and  
interviewing, Identifies  
the essential functions  
of the job based on job

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## **Competency-Based Job Description: Human Resources ...**

“Job analysis is a systematic way to gather and analyze information about the content and the human requirements of jobs and the context in which jobs are performed.” – Decenzo and Robbins. Job analysis involves collecting data about the performance of the

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job in an organization.

## Analysis Hrmars

### **Job Analysis: Definition, Importance, Components, Methods ...**

Competency Based Job Analysis. It finds the competencies essential for becoming successful in a job by detailing the jobs in terms of quantifiable, observable, and behavioral competencies which

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workers need to show  
to complete the job.  
Competency Based  
Selection.

## **Competency based Human Resource Management**

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