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M&G HRM in the Enhancement of Competency Model Skills

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1.Overview

Human resources, as an important resource of an enterprise, support the development of research and development, operation and marketing of the enterprise.

The comprehensive quality of employees determines the operation efficiency and development prospects of the enterprise, and determines the market competitiveness of the enterprise in the future.



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1.Overview

Now more and more enterprises realize the importance of talent to the development of the company, so the competition for talent recruitment is becoming more and more fierce.

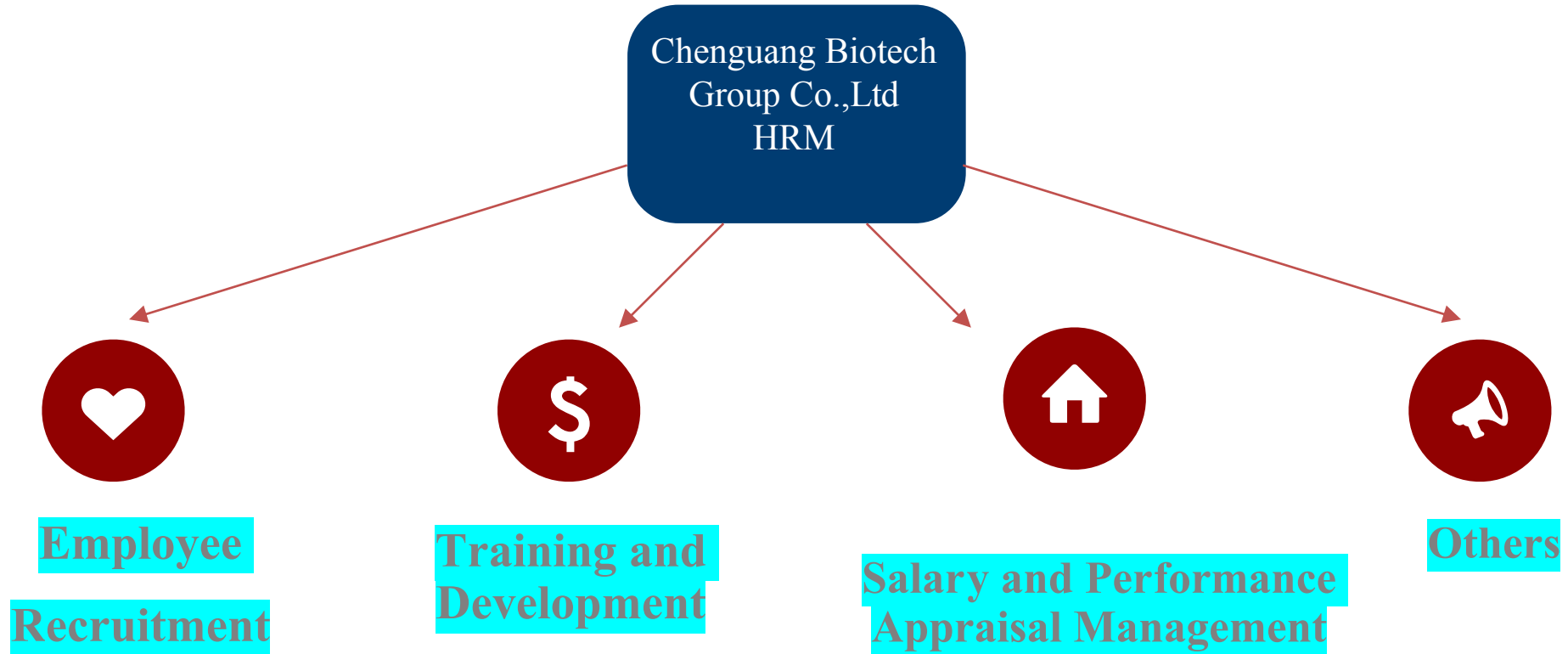
At the same time, how to improve human resource management ability through skills has become a growing concern of enterprises.

The application of competency model in human resource management solves this problem to a certain extent.



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2.HRM Problem Diagnosis



3.Application of Competency Model in HRM Skills Improvement Practice

3.1Employee recruitment based on competency model

The object of human resources work is employees, and the recruitment and selection of employees is the basis of enterprise human resources management.

The application of competency model is also the most widely used in this field. Since some competencies are difficult to cultivate and improve.

It is very important to select talents whose competencies match the development of the organization.

3.Application of Competency Model in HRM Skills Improvement Practice

3.2Performance management based on competency model

Performance management refers to scientific evaluation of employees' work efficiency, stimulation of their work potential and drive them to create high performance under the dual procedures of performance appraisal and performance management.

Performance includes behavior result performance and ability performance.

Performance appraisal system includes four aspects: performance appraisal plan formulation, performance appraisal execution, performance appraisal and application of appraisal results.

3.Application of Competency Model in HRM Skills Improvement Practice

3.3Talent inventory based on competency model

Talent inventory is an important mechanism for enterprises to understand the current situation of human resources and talent allocation.

The results of talent inventory can help human resource management departments master the supply and demand of talent, and provide decision-making basis for human resource planning.

In-depth implementation of competency model and practice is a good way to improve the skills of human resource management departments and ensure the long-term development of human resource management departments.



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Thank you