

COMPETENCY MANAGEMENT

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Competency Management is the strategic core for building Organizational Capabilities. XQUIS Human Capital Management System Competency Management module allows users to define its own multi-cluster, multi level, and multi-factor model.

Users can either opt for a “Value Based Competency Model” where factors are weighted and valued relative to its importance to the organization, or a “Dimension Based Competency Model” where needed-behaviors needs to be displayed as dimensional form of superior performance.

The Competency Model can match and analyze the qualifications-skill-competence position pre-requisites against those owned by employees within. It includes qualification-skill-competency factors mismatch or best-match.

The screenshot displays the 'Competency Dictionary' application window. The main interface includes a tree view on the left with categories like 'SOFT COMPETENCY', 'LEADERSHIP', 'CUSTOMER SERVICE ORIENTATION', and 'ACHIEVEMENT MOTIVATION'. The 'ACHIEVEMENT MOTIVATION' category is selected. Two detailed windows are open:

- Attitude and Behaviour Factor:** Code: ACH, Short Desc: ACHIEVEMENT MOTIVATION, Description: Dorongan/ keinginan untuk bekerja dengan baik atau melampaui standar prestasi.
- Attitude and Behaviour Element:** Code: ACH, Description: ACHIEVEMENT MOTIVATION. This window contains a table with two rows of elements:

Level	Description
1	ACH1 MENUNJUKKAN KETIDAK-PUASAN ATAS KINERJA RATA- Senantiasa bersikap kritis terhadap kinerja diri sendiri karena melihatnya sebagai suatu peluang untuk mencapai kemajuan pribadi. Menerima tanggung jawab penuh atas hasil pekerjaan diri sendiri (positif maupun negatif), mengakui kekurangan-kekurangan yang ada dan
2	ACH2 MENETAPKAN STANDAR/UKURAN YANG TINGGI UNTUK KI Menyusun kriteria yang tinggi untuk pekerjaan diri sendiri. Menyusun efektifitas dan efisiensi yang tinggi dalam prosedur kerja diri sendiri.

Buttons for 'Cancel', 'Delete', and 'Apply' are visible at the bottom of the 'Attitude and Behaviour Element' window.

Competency Dictionary Screen

Determining the development type and monitoring of the development level achieved are provided through the links into Training Management and the Human Resource Development module. This link provides coverage of training results, performance management, matching of position versus employee, career path projection, and succession plan.

New Career Path Projection

FC643B | New Career Path Projection | PT. Konsep Sistem Indonesia

1 | 05-MAR-2008

Employee# 382 | MICHAEL

Commence Date 28-JUL-1994 | Job# 01

Position# KSIPROC | KSI Process Section Chief

Start Date 31-MAR-2005 | End Date 01-APR-2010

Description Carrer Path Projection for Michael

Id	Id From	Career Level	To P
382-0-1	NULL	0	KSI
382-1-1	382-0-1	1	KSI
382-1-2	382-0-1	1	KSI
382-1-3	382-0-1	1	KSI
382-2-1	382-1-3	2	KSI
382-2-2	382-1-1	2	KSI

Career Pathing

File Tools

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graph TD
    KSIPROCSC --> KSIMGR_2Y[KSIMGR (2 Y)]
    KSIPROCSC --> WHSMGR_2Y[WHSMGR (2 Y)]
    KSIPROCSC --> KSIMGR_1Y[KSIMGR (1 Y)]
    KSIMGR_2Y --> KSILABGLA_5M[KSILABGLA (5 M)]
    KSIMGR_2Y --> KSICHFADM_6M[KSICHFADM (6 M)]
    WHSMGR_2Y --> KSICHFADM_6M
    KSIMGR_1Y --> KSIMGR_4Y[KSIMGR (4 Y)]
    KSIMGR_1Y --> KSIASMGR_2Y[KSIASMGR (2 Y)]
    KSILABGLA_5M --> KSILABSC_1Y[KSILABSC (1 Y)]
    KSICHFADM_6M --> KSILABSC_1Y
    KSICHFADM_6M --> KSIDAISC_1Y[KSIDAISC (1 Y)]
    KSICHFADM_6M --> KSICHFADM_1Y[KSICHFADM (1 Y)]
    KSIMGR_4Y --> KSIDAISC_1Y
    KSIASMGR_2Y --> KSICHFADM_1Y
    KSILABSC_1Y --> KSIPROCSC
    KSIDAISC_1Y --> KSIPROCSC
    KSICHFADM_1Y --> KSIPROCSC
  
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Career Path Projection Screen