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The competent manager: A model for effective performance, Richard E. Boyatzis, Wiley, New York, 1982. No. of pages: 308. ISBN 0-471-09031-X. Price £21.75 (U.S ...

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Boyatzis, R.E. (1982) The Competent Manager: A Model for Effective Performance. John Wiley and Sons, Inc., New York.

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A competency model is a guideline developed by a Human Resource

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department that sets out the specific skills, knowledge and behavioral requirements that enable an employee to perform their job successfully. Competency models define what performance success should look like within the organization for each individual job.

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A competency model is a set of key

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competencies, ideally seven to 10, carefully selected in alignment with an organization's business goals. High-performance models include four types of competencies: core competencies, leadership competencies, functional competencies, and career competencies

Competency Management:

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Challenges and Benefits | Training

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American academic Richard Boyatzis wrote his book 'The competent manager: a model for effective performance' in 1982. The book became a bestseller and is currently still a widely accepted and frequently used source of many Human Resource strategies.

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The Competent Manager: A Model for Effective Performance offers an empirical, total system approach that determines which characteristics of managers enable them to be effective in various management jobs.

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