COMPETENCY MANAGEMENT: A STRATEGIC APPROACH FOR BUILDING SUSTAINABLE COMPETITIVE ADVANTAGE

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ABSTRACT
Making sure workers, supervisors and managers have and maintain appropriate skills and a competence is important. It helps them carry out their work safely, reducing risks to themselves and other people. An effective competence management system (CMS) is how an organization ensures that their staffs have the necessary skills and can apply them. The purpose of a CMS is to control in a logical and integrated way activities within the company or organization that will assure and further develop competent performance at work. The aim is to ensure that individuals are clear about the performance that is expected of them, that they have received appropriate training, development and assessment, and that they maintain or improve their skills over time.

KEYWORDS: Competence management system.