



Competence at Work: Models for Superior Performance

Lyle M. Spencer

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Provides analysis of 650 jobs, based on 20 years of research using the McClelland/McBer job competence assessment (JCA) methodology. Includes generic job models for entrepreneurs, technical professionals, salespeople, service workers and corporate managers. Defines JCA and describes in detail how to conduct JCA studies. Suggests future directions and uses for competency research.

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Ikhwan alim says

competence is like an iceberg floating on the sea. 90% about motive and trait. 10% only about skill and knowledge.

Iqbal says

this is the book that describe that competencies are more valuable than anything..assume this..if you had gp 3.8 but you dont have any competencies for the job..than..useless to work..this book provide anything that leads to superior performance..and how to design your competencies model in your office..nice book..fully recommended

Sitha says

If you need a reference to build your competency model, try this book. It is a good one and will help you much.

Pornpawee Worasatepongsa says

good book but I didn't find in Thailand.

Dhrupal Rachh says

Superb book for HR Professionals
