Competency Based Recruitment

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January 10, 2014

Competency Based Recruitment

Deploying competent staff is critical and strategic aspect to drive efficiencies and desired outcomes in the organizational eco-system. This creates a positive impact on the customer satisfaction scores and organizational profitability. Competency based recruitment and selection is a process of assessing the candidates against the competencies that job experts within the organization have identified as being critical for success in the targeted job or role. Sarvagnya's Competency Based Recruitment workshop determines the specific competencies that are characteristic of peak performance of a job. Our time tested methodologies facilitate the participants to identify and develop powerful tools and processes to assess the levels of competencies of human resources deployed at various critical touch points in the organization.

Aims/Objectives:

- To facilitate participants in adopting a step by step process to link the competency applications to the organisational strategy.

- To make participants understand the process of competency identification and assessment.

- To assist participants in developing competency based recruitment framework for accurate assessment of potential candidates and identify the gaps at the initial stage itself.

- To assist participants in creating job competencies and behavioral indicators.

- To equip participants with techniques of conducting powerful interviews and getting best results in interviews.

- To help participants in understanding about various psychometric tools available for recruitment.

Workplace Outcomes:

- The program will enable the participants to understand the concept of competency based recruitment methods.

- The program will give participants a focused approach while hiring and look for the right competencies. This will facilitate in making good hiring decisions.

- The participants will be able to create a competency based recruitment process to evaluate candidates during the interviews.

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- The program will give participants an insight which will help the participants in identifying the competencies that contribute to the performance of job activities and the overall objectives of organisation.

- The program will assist the participants in developing exceptional recruitment skills that will lead to the accurate recruitment of candidates who possess the right knowledge, skill and attitude for the job vacancy.

- The program will result in reducing the error rate in recruitments in the organizations.

- The participants will be able to conduct competency identification and assessment.

- The participants will master the art of conducting effective interviews and select most suitable candidates.

- The participants will learn about best psychometric tool for recruitment.

Methodology:

The program will have interactive lecture sessions, power point presentation, case studies, Role-plays.

Duration: 1 to 2 Days

Participants: Recruiters, HR Generalists, HR Mangers, Staffing Managers, Functional Managers involved in Hiring, Line Managers, Operations Managers.

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