

PPC 20 – PEOPLE PERFORMANCE COMPETENCY

ASSESSMENT – ANOBJECTIVE PSYCHOMETRIC MEASURE

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ABSTRACT

One of the core driving factors of any organization is the competency level of its employees. Competencies are important to organization as they focus on people's unique skills, knowledge and attitudes which are more than measuring only the technical skills of people. For the success of any organization it is important to measure the skills, attitudes and knowledge of people that leads to success.

Competencies are more durable than job tasks. Competencies are part of people, not the work they do. The unique characteristics has been overlooked or poorly identified in most traditional job descriptions, which typically have a brief list that may cover only technical skills.

People Performance Competency 20 is a psychometric assessment that measures the competencies based on knowledge, skills and attitudes. It has multiple benefits like it helps in understanding the strengths, weaknesses, opportunities and threats for individuals, it also helps in identifying the gaps in the existing skill level and requisite skill level demanded by the job, identifying right person for the right job etc. Using these assessment organizations will be in a better position to recruit, select, develop, reward, and promote the most successful people. Hence, competencies are an important tool, much like a compass, to find direction in attracting, developing, retaining, and positioning the best, most productive and promotable people. Measuring it with the appropriate psychometric tools like PPC 20 will bring effective results in mapping individual competencies.

KEYWORDS: (Competency, Competency-Based Approaches, Core Competency, People Performance Competency 20, Managing Change, Planning and Organizing, Interpersonal Dynamics, Result Orientation and Leadership)