MODELING COMPETENCIES FORM THE PERSPECTIVE OF TALENT MANAGEMENT

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Abstract: Competence is a concept commonly used by both researchers and practitioners to describe performance. The use of competency models was created to describe the selection processes, identify the training needs or succession planning. Skills are the basis of talent management.

Talent management is considered to be a method that allows organizations to respond to the requirements associated with increased competencies. Competencies serve the basis of any integrated talent management strategy and facilitate the connection between the business strategy and the talent management philosophy of an organization.

Skills modeling gives talent leaders the information they need to design a clear and efficient talent management program.

Therefore, the purpose of this paper is to highlight the way in which the modeling of competences is achieved through talent management.

The research methodology is based on a qualitative approach, on the analysis of the specialized literature and on online documents such as: the sites of companies, employees' forums, press articles, etc.

Thus, talent management models the competencies by preparing the employees for the necessary expertise and by helping them grow with the organization. Modeling skills from a talent management perspective starts with an effective program to help the employee establish thenselves in the new role, to be offered ample opportunities to improve skills and competences, while allowing growth through counseling, coaching, mentoring and job rotation schemes. At the same time, the talent management development directive offers training and development opportunities through several learning channels for employees to acquire additional skills, knowledge, competencies, etc., thus building a higher performing workforce.

Keywords: Talent Management, Competence, Modeling.