
Competency Assessment - Evidence-based Practice and Research

INTRODUCTION

Competency is the most critical element for success in business which has been proven to be an important ingredient in the making of a performing workforce. Competence can broadly be defined as a concept that incorporates a variety of domains including knowledge, skills and attitudes. One of the challenges for both researchers and practitioners is to explore and demonstrate the relationship between competencies based management on firm performance. Adopting an evidence-based approach would help to accurately assess this relationship and in the ways that will be useful for both researchers and practitioners. Thus, dealing with competencies that is more evidence-based and empirical would provide impetus for HR practitioners to validate their activities as having an impact on business and encourages researchers (managers and scholars) to explore this relationship in varied contexts to contribute to effective practices.

OBJECTIVES

Competency is an underlying characteristic of an individual that is related to effective or superior performance in a given context. Despite endless talk about the need to develop “workplace competencies” and “mapping” them, most HR professionals from the corporate and academia find it challenging to assess and develop competencies in a meaningful and systematic way. Evidence-based competency assessment workshop aims to address both conceptual and practical questions related to competency identification and assessment which are of fundamental importance to both researchers and managers. This Workshop aims to impart training that would improve the credibility of the practices related to competency identification, assessment and development. The workshop's would help the participants in learning to conduct more credible competency based enquiries, and in competency-based decision-making, interventions and applications.

CONTENTS

- Understand the essential tenets of competencies
- Link between key result areas, performance indicators and competencies.
- Competency identification and assessment
- Tools and techniques.
- Research methodology behind the process
- Data analyses: analytical approach based on existing information, data, analytics and statistics.

METHODOLOGY

The program would be delivered through a combination of methods to help the participants gain insights essentially through activities, short-assignments and exercises, interaction with industry expert discussions, etc. Also, data sheets and practice sessions would be part of the workshop.

WHO SHOULD ATTEND

The workshop would be useful for **HR professionals, HR Consultants**, interested in assessing competencies and exploring potential areas-organizational & individual levels. Those involved in enhancing credibility of the enquiry in the field, consistent decision-making and HR interventions related with competencies. Also **Faculty and Researchers** who are interested to understand tools and techniques, and research methodology involved in competency-based research and/or management.

PROGRAM DATES AND TIMING

Dates : **August 1-2, 2019**

Timing : **9.30 AM – 5.30 PM**

PROGRAM VENUE

FORE School of Management

B-18, Qutub Institutional Area

New Delhi 110016

PARTICIPATION FEE

The participation fee on non-residential basis covering professional fee, program kit and lunch is as follows:

Corporates	:	Rs.8,000/- per participant
Faculty Members	:	Rs.5,000/- per participant
Research Scholars/Students	:	Rs.3,000/- per participant

In addition, GST@ 18% is payable. Fee is payable in advance by the way of Local cheque/DD in favor of “FORE School of Management” payable at New Delhi.

Residential – FORE School of Management shall provide assistance in arranging suitable accommodation on specific request on payment basis.

REGISTRATION

The registration form duly filled in along with the program fee should reach us at least 7 days before the commencement date of the program. In case of subsequent withdrawal or cancellation of registration no refund of fee will be allowed. However, substitute(s) may be permitted with prior intimation.

CERTIFICATE OF PARTICIPATION

The institute will issue a certificate of participation on conclusion of the program.

ABOUT PROGRAM DIRECTOR

Prof. Prachi Bhatt, Associate Professor in OB&HR, FORE School of Management, New Delhi. She is Ph.D., Masters in HRM (Gold Medalist). She has over 11 yrs. of research and training experience. Certified in Negotiation Research & Teaching from one of the world's best Business Schools-Kellogg School of Management, USA. She has, research papers, “Best Paper” award to her credit published in International refereed journals. Co-author of book titled “Riding the New Tides: Navigating the Future Through Effective People Management” (Emerald, India); book-chapters in books (Emerald, India; Bloomsbury Pub). Intrinsic Motivation, Negotiation Skills, Competency Mapping, Psychometric Research, Cultural studies, OB are her areas of research, consulting & training. Her experience cover projects with the corporate. She has designed and conducted MDPs for corporate executives from public & private sectors. She is the Head of Centre for Psychometric Testing & Research at FORE. She can be reached at: <prachi@fsm.ac.in>

ABOUT THE INSTITUTE

FORE School of Management (FORE) has been established by the Foundation for Organisational Research and Education, a non-profit organization, with a mission “To achieve and sustain Leadership in Management Education, Research, Consultancy and Development”. FORE conducts following long-duration educational programmes:

- The PGDM & PGDM (IB) courses at FORE are AICTE (All India Council for Technical Education) approved and accredited by National Board of Accreditation (NBA).
- The PGDM courses are equivalent to MBA. Equivalence permission is granted by Association of Indian Universities (AIU).
- FORE is rated as A*** by CRISIL in Delhi-NCR region and A** on national level.
- FORE has been awarded “SAQS Accreditation” by Association of Management Development Institutions in South Asia (AMDISA).
- FORE has set up a state-of-the-art Studio at its Campus to conduct Online Executive Education Programmes for Working Professionals and has been successfully conducting variety of such online certification courses.



Eminent academicians with many years of experience and experts from industry, recognized nationally and internationally, constitute faculty at FORE. FORE has in-house training facilitators in the field of Communication, OB & HR, Finance, Operations, Marketing, IT, International Business and Strategic Decision Making.

With a sharp focus on Management Education, Executive Education Programmes/MDPs, Consulting and Research, FORE stands amongst the Top Business Schools in the country.

FORE conducts Management Development Program/Faculty Development Programs to equip managers/faculty members with knowledge, skills and attitudes required for effectively responding to global developments and competitive requirements. Our MDPs/FDPs are designed with an appropriate blend of conceptual and experiential learning. Apart from open programs, FORE conducts customized In-Company Programs tailored to suit organization's needs on topics/areas specifically required by an organization. These Management Development Programs (MDPs) are either custom-designed to suit client requirements or are offered by faculty on a specific theme to meet various client needs.

For registration/any other information, please contact:

Executive Education Office

FORE School of Management

Adhitam Kendra

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FORE School of Management

Workshop on

Competency Assessment - Evidence-based Practice and Research

August 1-2, 2019, FORE Campus, New Delhi

Registration Form

Name:

Designation:

Institution:

Address:

Phone (O):

Residence:

Mobile:

Email:

Fax:

Your expectations from the programme:

Payment Details: (Please tick appropriate and fill)

- Payment enclosed (Local cheque/DD No: _____ Date: _____
Amount: _____)
- Payment is under process and will reach you before the programme

Signature of Sponsor

**(Please return the completed form by post, or fax (011 2652 0509) or
email: exed@fsm.ac.in:**

**Executive Education Office
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New Delhi 110 016**

Note: Please feel free to make copies of this form for additional registrations.