Competencies applied to Recruitment and Selection

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Competencies in Human Resources refer to the knowledge, skills, abilities and other qualities that an individual possesses which influences their performance at work. These competencies are typically assessed during a job analysis where the appropriate competencies for the role are identified and included in the position specification. During the recruitment and selection process, these identified competencies are utilized as criteria to assess prospective applicants through various methods such as interviews, psychometric assessments, assessment centres, etc. Identifying and utilizing the appropriate competencies as criteria during the recruitment and selection process is critical as these are key indicators of future performance on the job.