

COMPETENCE IS A COMPREHENSIVE INDICATOR FOR ASSESSING THE PERSONAL QUALITIES OF AN EMPLOYEE

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Abstract. The concept of “competence” is applied for the assessment of the personal qualities of an employee, his professional level, skills, initiative, communication skills, professional interests’ range, as well as responsibility.

The concept of “competence” has been used in the works of G. Cannak, proving the need to develop the competence of each employee for the success of all enterprise activities. He defined the competence as a rational combination of knowledge and abilities that employees of a given enterprise possess over the required time period. The proposed by D. McClelland models of corporate competencies define the competence as a characteristic, that is necessary for successful activity. Some researchers understand the competence as a rational combination of knowledge, skills, and abilities that employees should have in a certain period of their activity.

Considering the Ukrainian scientists’ approaches to defining the concept of “competence” [1, 2], it was determined that they interpret this concept differently. The most widespread definition of competence is “a set of knowledge and skills necessary for effective professional activity: the ability to analyze, anticipate the consequences of professional activity, and information use” [3]. S. Bondar gives the following definition of competence: “Competence is the ability to solve problems, which is ensured not only by the possession of ready-made information, but also by the intensive participation of the mind, experience, and creative abilities,” further he notes that “... competence is the ability of an individual to act. However, no person will act unless he is personally interested in it. The nature of competence is that it can only

manifest itself in organic unity with a person’s values, that is, a deep personal interest in this type of activity... So, values are the basis of any competencies” [4].

Thus, the level of personnel competence in terms of their functional purpose is one of the complex factors in improving the management system of an enterprise. When conducting an analysis of the definitions of “competence” by foreign and Ukrainian scientists, we conclude that personnel competence is a very dynamic and developing category. It can be increased significantly through constant training, self-education and motivation especially. Therefore, “competence” is a rational combination of abilities, personal qualities and motivation of enterprise personnel, considered in a time interval. In our opinion, competence is the complex indicator of human factors that must be taken into account when developing measures to improve the efficiency of robots in enterprises.

Establishing a connection between the personal qualities (factors) of an employee (X_i) and the level of competence (K_t) of personnel implies the need to quantify the significance of such connections and their selection as a result of the decision. This assessment of a quantitative measure of relationship requires a large number of initial information and a variety of factors. Naturally, not all factors influence the level of competence equally.

$$K_t = f(X_i) \quad (1)$$

Let's create a model that includes the following (selected as a result of expert analysis) most important groups of factors: where C_i - abilities; L_i – personal properties; M_i – motivation.

Substituting groups of factors that influence the level of personnel competence into the mathematical model (1), we obtain:

$$Kt = f(Ci; Li; Mi) \quad (2)$$

As an expanded form, the model can be written as follows:

$$Kt = b_0 + \sum b_C Ci + \sum b_L Li + \sum b_M Mi \quad (3)$$

where b_0, b_C, b_L, b_M – groups of constant coefficients; Ci, Li, Mi – groups of indicators that affect the level of competence.

The quantitative influence of the above groups of factors on the formation of competence must be considered with the correlation and regression analysis using. Correlation analysis allows us to establish the presence or absence of a connection between the studied level of competence and factors and, on this basis, to determine the personnel competence level extent changes which are under the influence of these factors [5].

Competence, as the most important characteristic of an employee, performs two main functions: social and economic. The social function stimulates the emergence of new types of activities, production and industries. It becomes the driving force for existing technologies updating, which is a key factor in the competitiveness and well-being of the population as well as serves as a necessary resource for progress in all areas of knowledge. The social function improves the quality and standard of living and reduces the exploitation of workers. The economic function is the most important factor in the economic development of organizations, their competitiveness, and a necessary attribute for the development of new types of products (services).

Another approach is to identify a set of competencies that can provide the organization with a sustainable advantage over competitors, increase sales, expand the customer base, reduce costs and increase profits in the long term. The main condition for the implementation of this approach is the need to develop a multi-purpose tool for working with personnel, focused on the implementation of the business strategy.

To achieve high quality competency development processes, the following principles must be observed:

- identifying the processes of developing competence and involving the learning process in them;
- ensuring a high probability of obtaining competence by creating favorable conditions for the implementation of constant effective control;
- ensuring a high level of professionalism of persons participating in the process of competence developing.

Using a management system for the development of component competencies makes it possible to formulate specific advantages. Thus, within the functioning of such a system at an enterprise, it becomes possible to plan timely and efficiently the professional and business qualities of employees in managerial positions, taking into account their personal interests and wishes. As a result, we get motivated and loyal employees who connect their professional activities with a specific enterprise, reducing the level of injuries and occupational diseases, as well as increasing labor productivity and reducing staff turnover.

Keywords: management; development; competence.

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