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COMPETENCE APPROACH TO THE PERSONNEL RESERVE FORMATION

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Abstract. The article is devoted to the study of the personnel reserve in modern companies based on the competence approach. The article contains interpretations of the definition “competency” and “competence”. The following are the main and most important employees’ competences are further listed who are part of the personnel reserve. It is proposed to use competency models and to organize work with the personnel reserve, based on the structure of them. The article presents the authors' technology of applying the competency model in work with the personnel reserve. The application of the competency model and the technology of working with it allow to choose the development directions and to develop programs for the managerial reserve learning. The results of a sociological survey conducted by the authors in the organizations of the Dalmatovo city, Kurgan region, are described further in the paper. Heads of organizations and their deputies were interrogated in 17 organizations of various spheres and directions of activity. The purpose of the study was to identify whether there is a staff reserve in the surveyed companies, and what are the main competencies that staff members should have if they are part of the personnel reserve, according to the leaders of these companies point of view. Analysis of the sociological survey results have allowed the authors to identify the main criteria for selecting candidates for the personnel reserve.

Keywords: staff reserve; competence; model of competences; reservist; skills and knowledge.

JEL codes: J24; M12.

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