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THE PROFESSIONAL COMPETENCE MODEL APPLICATION IN STAFFING RESERVE'S FORMING PROCESS

Darya Zakutayeva

Master student of Nonstate Accredited Noncommercial Private Educational Establishment of Higher Education 'The Academy of Marketing and Social Information Technologies – IMSIT'
Krasnodar, Russia

Abstract. The article is devoted to possibilities consideration of professional competence model applying in the personnel reserve formation activity. The definitions of the concepts "professional competence", "personnel reserve" are studied. The position profile is defined as a key element in personnel reserve formation activity. The technology scheme of competence model application in the personnel reserve's forming process is described, including the evaluation subject, the method of evaluation, evaluation procedures, assessment results and use of the results. The traditional criteria for selecting candidates to the personnel reserve are indicated. In the practical part of the paper, the practice of personnel reserve formation is analyzed in PJSC "Sberbank". The bank's socio-economic characteristics are given; its leadership market position is described. The procedure stages for line managers reserve forming, the criteria for nominating candidates to the reserve and the reservists' training methods are analyzed in "Sberbank". It is revealed that "Sberbank" does not use the personnel competence model to nominate line managers to the reserve; and the reservists' competence are not also developing in the process of being in the personnel reserve in the bank. It is recommended to apply the personnel competencies model as a tool in the personnel reserve formation activity; the universality of the professional competence model is shown.

Keywords: competence; professional competence; competences model; personnel reserve; personnel reserve formation.

JEL codes: M 12; M 51.

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Contact

Darya Zakutayeva

NAN PEE HE The Academy IMSIT

5, Zipovskaya Str., Krasnodar, 350010, Russia

dasha13zakuyaeva@gmail.com