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THE COMPETENCY APPROACH APPLICABILITY IN DIFFERENT PERSONNEL MANAGEMENT CONCEPTS

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Abstract: The article gives a brief description of the definition of the personnel management conceptions, examines four basic concepts: the scientific management theory, the bureaucratic organization theory, the "human" relations theory and the humanistic concept. Three main elements of each personnel management conception are singled out. The basic approaches to the employee in production are described in each of the concepts. To systematize the proposed conceptions, the author compiled a summary table that compares the concepts among themselves according to selected criteria and makes it possible to determine the key differences between them quickly. The definition of competence approach to personnel management is given further in the article. We consider the universality of the competence approach and the possibility of its use when choosing the organization as a target of any personnel management concept, taking into account the characteristics that are typical for the application of the chosen personnel management concept. The scientific novelty of the article lies in the author's conclusion about the possibility of applying the competence approach as the basis for building a system of personnel management processes in an organization that uses any of the basic personnel management concepts. The article can be of interest to scientists and practitioners who study and implement the competence approach at enterprises.

Keywords: personnel management concepts; competence approach; personnel management; theory of scientific management; the bureaucratic organization theory; the "human" relations theory; humanistic concept.

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