

Construct a Competency-based Appraisal System to Enhance the Human Resource Management Performance: A Semiconductor Company Case

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Abstract

Construct a competency-based appraisal system to enhance human resource management performance. In this highly competition of enterprise business operation era, how to find out the organization's core competency and enhance employee's working competency to link it to the organization's strategy, business goal and all employees' individual working goal /target to increase the organization's competitive capabilities to improve the organization's performance ?It became more and more important to the business enterprise and the Top managements of the companies. In this study, intended to implement the competency concept to the company to design a competency-based performance management system to link the company's vision, strategy, value and operation management to all of employees to ask for their working performance deliverables and demonstrating their designed competency working behaviors. Hopefully the competency relative performance management system can conduct all of the employees' working behaviors, and further more can link the system to the new comer employee recruitment, selection and employee training course and developing planning programs, and make sure as a competency relative organization can definitely improve employee and its performance to reach the organization goals

Keyword : Management by Objectives, Performance management, Core competency, Managerial competency, Objective competency.