

COMPETENCY BASED RECRUITMENT FOR EMPLOYEE PERFORMANCE AND RETENTION

- Public Courses
- In House Courses
- Customised Training
- Virtual Training



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Your human capital is your greatest asset; however recruitment is no perfect science. Poor decision making in the appointment and promotion process could result in liabilities.

OVERVIEW

Getting the right skills into the organization is critical to ensuring that business objectives are met. It is often the experience in both the public and private sector that personnel are engaged however the competency to do the job is not properly identified and measured in the interview.

This highly practical and interactive course will equip line managers and HR personnel with the skill to develop questions and employ interview techniques to properly identify whether the interviewee has the competencies to do the job and at what level those competencies exist to ensure satisfactory levels of performance when employed.

OUTCOMES

- Understand the legal framework governing fair process in the appointment and promotion process
- Learn the importance of job advertising to reach target market
- Learn how to identify competencies and measure competencies levels that exist to meet job requirements
- Formulate interviewing questions and conduct fair interviews
- Understand the dispute resolution framework relating to unfair labour practices and unfair discrimination



CONSULTING



TRAINING



HEARINGS



INVESTIGATIONS