

Effective competence planning and implementation of its outcome within the human resource professional ethics: A case study of Nkumba University

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Introduction

The study was about effective competence planning and implementation of its outcome within the human resource professional ethics, a case study of Nkumba University.


Study objectives

1. To determine the different components of competence planning and how competence planning is implemented at Nkumba University,
2. to broaden the knowledge of the researcher on the concept of competence mapping.

Methodology

The study used a descriptive approach of study design whereby data were collected using the document review method of data collection. The Nkumba university human resource manual was used to obtain data on human

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resource policy, human resource mapping, and staff code of conduct.

Key findings

The study found that the University used a Human Resource Policy Manual which was a handy tool for the line managers and supervisors. The study also found that creating a competency map helped to drill down skills, knowledge, abilities, and behaviors required for each unit of work. This approach made the competency map a very useful and practical tool for the University.

Recommendations

The study recommended that the University should use a competency-based approach as a system-wide framework for attracting and retaining talent, increasing and leveraging diversity, and creating a high-performing, engaged organisation.

Key references

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