

## **The dissertation thesis:**

# **THE ISSUES OF THE RECRUITMENT PROCESS IN THE COMPETENCY BASED MANAGEMENT SYSTEM**

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## **ABSTRACT**

The dissertation thesis focuses on the topic of competences, the Competency Based Management and especially the method of the Competency Based Interview. The thesis aim is the understanding of the competences in the pedagogical, andragogical and human resource management meanings. The thesis focuses primarily on the professional competences of the high performance, their identification, development, and the possibility of their usage in the recruitment, training and evaluation system, respective in the Human Resources Management system. The main thesis objective is the contribution to the development of science by the survey realisation in the area of the Competency Based Interview efficiency and the encouragement of a further investigation of this method.

The thesis is divided into the theoretical and practical part and it is structured into five chapters.

The first chapter contains the theoretical bases of the competence issue, it suggests the emergence of the concept of competences as key characteristics for success at a certain position, it deals with the competence within the meaning of the pedagogical and andragogical category, it distinguishes key competences and professional competences and it defines related terms.

The second chapter deals with the internal environment of the competence, the structure and psychological aspects of the high performance competences focusing in particular on the behaviour, personality, emotional intelligence and mental models and their relationship to the competence concept.

The third chapter is devoted to the issue of the Competency Based Management. It contains the characteristic of this system, the analysis of the application of high-performance competences for each position and the role of competences in the different processes of the

Human Resources Management: the acquisition and selection of staff, the evaluation and the development.

The fourth chapter is developing the topic of the managerial competences, which represents a specific area in the issue and, moreover, the managerial competences are the subject of the examination in the empirical part of the dissertations. The chapter contains a reflection on managerial competences; it draws attention to some important models, management models and changes in the management environment.

The last chapter is the major part of the thesis, and it is, in my opinion, the carrier of my dissertation. It deals with practical verification of the Competency Based Interview method effectiveness, compares the efficiency of this method with the Behavioral Event Interview method in the framework of the selective process of external candidates at the lower managerial position.