

Competence Approach: Formation and Interpretation in National Practice

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key words

competence, competency,
competence approach
characteristics, practice-oriented
skills, professionally important
qualities

We considered various approaches to the definition of the concepts competence and competency. Their understanding is the basis for the development of educational programs and organizational competencies in the context of strategic personnel management. We have found that experts have different approaches to the interpretation of the competence approach. However, everyone acknowledges its necessity, due to the rapid obsolescence of information, which occurs rather than completes the natural cycle of training, as well as the demand in the labor market not for knowledge itself, but for abilities to perform professional functions. The study of domestic scientific literature and periodicals allowed us to identify four approaches to the interpretation of the basic concepts of the competence approach: competence and competency — personal, professional-functional, integrated and qualifying UDC65.01, JEL Classification: O 39.

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