







through measuring and unearthing the potential quality and ability of talents.

- The rational allocation and adjustment of organization human resources.

Performance evaluation based on competency model could give more clear expression to personal advantages and potential for the organization and individual through the feedback and communication. Base on the above, organization could be more aware of how to provide resources, conditions and support for the most effective development of employee’s potential, such as, what kind of training plan to be offered, what kind of encouraging and management measures to be cooperated, what kind of adjustment on the job, what kind of occupation planning for staff, and so on. Through the above, we could achieve the best match between individual and job, which is the rational allocation of the organization human resources.

ACKNOWLEDGMENT

Thanks for funding from the Ministry of Education Social Science Youth Fund Project "On Police Performance and Governance Mechanism of Traffic Congestion in Our Big Cities" (project number: 11YJC630295).

REFERENCES

- [1] Daniel Goleman, "Primal leadership: realizing the power of emotional intelligence", Harvard Business School Pr., vol. 16, pp. 21-26, 2002.
- [2] Jay A, Douglas A, "Ready rethinking leadership competencies", Leader to Leader, vol. 32, pp. 3-9, 2004.
- [3] Jane Bozarth, "Training manager competencies", Training, vol. 41, pp. 26-29, 2004.
- [4] Jokinen, Tiina, "Global leadership competencies: a review and discussion", Journal of European Industrial Training, vol. 29, pp. 17-25, 2005.
- [5] McClelland D C., "Testing for competence rather than for intelligence", American Psychologist, vol. 28, pp. 12-21, 1973.
- [6] Meevoy Glenn M, Hayton James C, "A competency-based model for development human resource professionals", Journal of Management Education, vol. 29, pp. 33-37, 2005.
- [7] Osborne, Carl A, "Professional competency: how committed are you to improvement?", The News Magazine of Veterinary Medicine, vol. 34, pp. 56-62, 2003.
- [8] Ramsey V Jean, "A typology of intergroup competencies", Journal of Applied Behavioral Science, vol. 41, pp. 33-38, 2005.
- [9] Robert M, Brown Jr, "Correctional leadership competencies for the 21st Century", Corrections Today, vol. 26, pp. 17-21, 2005.

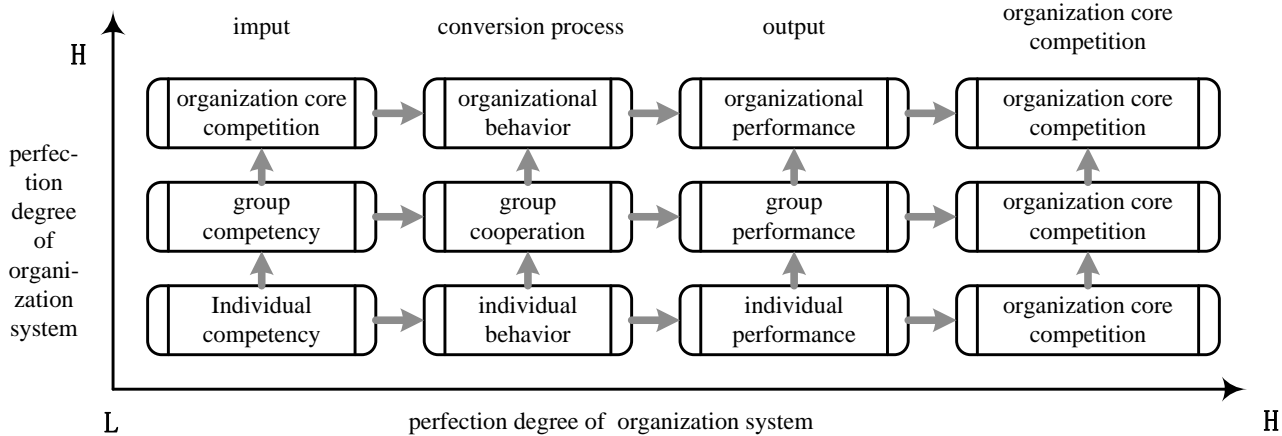


Figure 3. . Matrix Mode of Competency and Performance