

DEVELOPMENT OF FUNCTIONAL REQUIREMENTS FOR EMPLOYEE COMPETENCY AUDIT SYSTEM

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The employee competency audit involves determining the alignment between an employee's characteristics and the requirements of their position. Competencies encompass a combination of knowledge, skills, values, and behaviors that enable individuals to perform their roles successfully. These characteristics are measured against a competency profile – a structured set of competencies at defined proficiency levels that specify job requirements in measurable terms. Ensuring the alignment of employee competencies with job profiles enhances organizational performance, job satisfaction, and staff retention. Given the complexity and strategic importance of competency assessment, there is a growing need for software tools that support its implementation. Therefore, it is proposed to develop a software solution, such as an employee competency audit system, to enhance organizational efficiency.

Any system development process commences with the formulation of a software requirements specification. It fully describes what the software will do and how it will be expected to perform in the form of functional requirements and non-functional Requirements. Let's consider functional requirements for employee competency audit system in the form of use-case diagram (Figure 1).

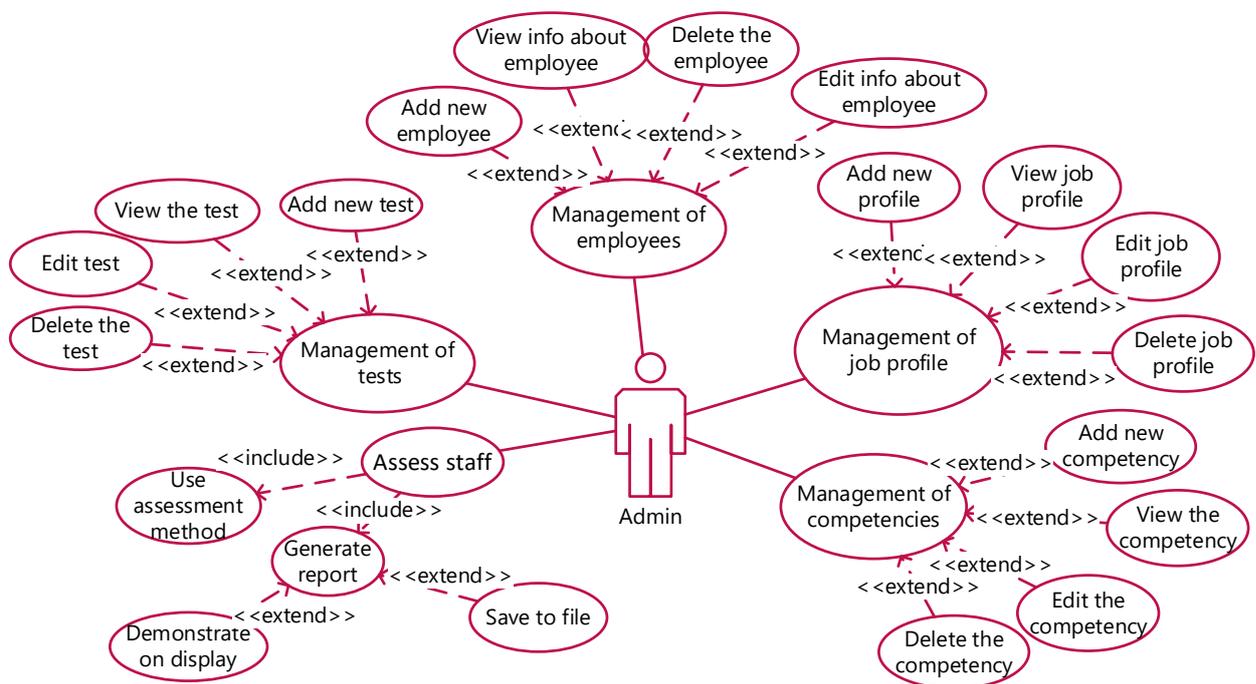


Figure 1 – Use case diagram for employee competency audit system

There are the following functional requirements: management of competencies; management of job profile; management of tests; management of employees; assess staff: this requirement responsible for conducting the expertise of professional skills of personnel due to surveys, interviews, and expert consultations.