
REFERENCE ONTOLOGY AND REFERENCE PROCESS - ABSTRACT

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Abstract: Competency-oriented approaches are gaining ground in human resource development. Key technology to cope with the complexity of these approaches are ontologies, both for defining competency frameworks and concrete competency catalogs. Ontologies enable the automation of competency-related tasks. For sustainability, however, we need to go beyond mere technology and consider usage and update processes embedded into interwoven corporate processes. For that purpose, we have developed (a) a reference ontology (providing a unified view on development-related activities) and (b) a reference process (providing continuous update processes connecting operational and strategic levels).

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