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June 2, 2018 - August 11, 2019 Competency Model (Spencer & Spencer) 1/22abdus somad | candra adiguna sinaga | riefka ghezanda to understand the importance of competency models and their S's, (1993) and later in McBer's Scaled Competence Dictionary (Spencer & Spencer & Spencer) which can be used to understand the importance of competency models and their S's, (1993) and later at McCormick & & Spencer (2000).Competence Models The competency model (Spencer & Spencer) is a concept used to define what a particular competency is and how it is measured. Competency Model (Spencer & Spencer) Designed to Define What

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