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Competence is the set of demonstrable characteristics and skills that enable, and improve the efficiency or performance of a job. The term "competence" first appeared in an article authored by R.W. White in 1959 as a concept for performance motivation. In 1970, Craig C. Lundberg defined the concept in "Planning the Executive Development Program".

Competence (human resources) - Wikipedia

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Preparing for competency-based job interviews. Competency-based interviews (also known as structured interviews) use questions which are designed to test one or more specific skills. Your answer

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is matched against pre-determined criteria and marked accordingly. For example, the interviewer may ask how you generally handle stress and then ask you to describe an example of a situation where you worked under pressure.

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