

Conclusion

The model described upon enables a systematical allocation of employees and tasks within the business processes. When using this model the organization must be aware of some difficulties which can occur. On the one hand an objective determination of the individual-related competences (especially the behavior aspects) could be challenging. Therefore right evaluation methods based on the organizational background have to be found. On the other hand the employees have to agree that their competences are documented and issues of data production have to be kept. Therefore this method to merge role profiles and personal profiles should be used in combination with traditional ones.