

Mapping HRM Horizons: Navigating Competency Distances and Employer Preferences

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Abstract

This study proposes a research framework aimed at investigating competency-based distances among roles within the Human Resource Management (HRM) domain, focusing on the development of a theoretical framework for understanding professional career trajectories in HRM. The research framework also seeks to explore employer preferences concerning labor market competencies associated with distinct role groups. By employing a research model approach, this study offers a structured framework for conceptualizing competency distances and identifying underlying factors driving employer preferences. Utilizing a combination of quantitative methods and the Q-methodology, the model aims to provide valuable insights into the subjective competency expectations within HRM career paths and the characteristic features influencing employer preferences. Despite its focus on a research model, this study holds promise for informing practical strategies to mitigate competency gaps for higher education institutions, individuals, and employers within the HRM field.

Keywords: competency-based distances, human resource management (HRM), research framework, career trajectories, employer preferences