La compétence individuelle : (Définition / Objectif)

« La compétence s'analyse comme un ensemble de savoir-faire opérationnels validés, un savoir agir », « la compétence n'est pas un état, c'est un processus ».

L'opérateur compétent est celui qui est capable de mobiliser de mettre en œuvre, de façon efficace, les différentes fonctions d'un système où interviennent des sources aussi diverses que des opérations de raisonnement, des connaissances, des activités de mémoire, des évaluations, des capacités relationnelles ou des schémas comportementaux, elle se conjugue au gérondif».

« Elle définit les capacités d'une personne et a un caractère prédictif, elle intégré des modalités variées, identifiables et utilisables dans différents contextes de gestion ».

Gilbert et partier (1992) définissent la compétence comme « un ensemble de connaissances, capacités d'actions et de comportements structurés en fonction d'un but dans un type de situation donnée », la compétence est finalisée.

« La compétence est un ensemble relativement stable et structuré de pratiques maîtrisées, de conduites professionnelles et de connaissance que des personnes ont acquises par la formation et l'expérience et qu'elles peuvent actualiser sans apprentissage nouveau dans des conduites professionnelles valorisées par leur entreprise.

Selon Meignant (1990), la compétence est le savoir-faire opérationnel validé, le savoir-faire est la capacité à faire, et pas seulement connaître, l'opérationnel est la mise en œuvre concrète de ce savoir-faire en situation de travail, la compétence est validée lorsqu'elle est reconnue par l'environnement.

Pour Courpasson et Livian (1991), la compétence dans son acception récente est individuelle, liée à des caractéristiques selon le triptyque de Davignon (1991), sont :

J Dewey

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Table of Contents Comp Tence Effort Structuration Valorisation Comp Tence Ebook

- 1. Understanding the eBook Comp Tence Effort Structuration Valorisation Comp Tence Ebook
 - The Rise of Digital Reading Comp Tence Effort Structuration Valorisation Comp Tence Ebook
 - Advantages of eBooks Over Traditional Books
- 2. Identifying Comp Tence Effort Structuration Valorisation Comp Tence Ebook
 - $\circ \ Exploring \ Different \ Genres$
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
- 3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Comp Tence Effort Structuration Valorisation Comp Tence Ebook
 - User-Friendly Interface
- 4. Exploring eBook Recommendations from Comp Tence Effort Structuration Valorisation Comp Tence Ebook
 - Personalized Recommendations
 - Comp Tence Effort Structuration Valorisation Comp Tence Ebook User Reviews and Ratings
 - Comp Tence Effort Structuration Valorisation Comp Tence Ebook and Bestseller Lists
- 5. Accessing Comp Tence Effort Structuration Valorisation Comp Tence Ebook Free and Paid eBooks
 - Comp Tence Effort Structuration Valorisation Comp Tence Ebook Public Domain eBooks
 - Comp Tence Effort Structuration Valorisation Comp Tence Ebook eBook Subscription Services
 - Comp Tence Effort Structuration Valorisation Comp Tence Ebook Budget-Friendly Options
- 6. Navigating Comp Tence Effort Structuration Valorisation Comp Tence Ebook eBook Formats
 - o ePub, PDF, MOBI, and More
 - Comp Tence Effort Structuration Valorisation Comp Tence Ebook Compatibility with Devices
 - Comp Tence Effort Structuration Valorisation Comp Tence Ebook Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Comp Tence Effort Structuration Valorisation Comp Tence Ebook
 - Highlighting and Note-Taking Comp Tence Effort Structuration Valorisation Comp Tence Ebook
 - Interactive Elements Comp Tence Effort Structuration Valorisation Comp Tence Ebook

- 8. Staying Engaged with Comp Tence Effort Structuration Valorisation Comp Tence Ebook
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Comp Tence Effort Structuration Valorisation Comp Tence Ebook
- 9. Balancing eBooks and Physical Books Comp Tence Effort Structuration Valorisation Comp Tence Ebook
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Comp Tence Effort Structuration Valorisation Comp Tence Ebook
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Comp Tence Effort Structuration Valorisation Comp Tence Ebook
 - Setting Reading Goals Comp Tence Effort Structuration Valorisation Comp Tence Ebook
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Comp Tence Effort Structuration Valorisation Comp Tence Ebook
 - Fact-Checking eBook Content of Comp Tence Effort Structuration Valorisation Comp Tence Ebook
 - Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
- 14. Embracing eBook Trends
 - $\circ \ \ Integration \ of \ Multimedia \ Elements$
 - Interactive and Gamified eBooks

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