Research about application of the competence framework for managers at Tien Phong commercial joint stock Bank

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Research purpose and task:

- **Purpose:**
  - Clarify theoretical basis about the framework and its application in human resource management at the enterprise.
  - Give a pilot study in the competence framework of the branch directors and managers at Tien Phong commercial joint stock Bank. From this, the thesis raises the framework for managers and branch directors at this bank. From this, the thesis raises solutions in order to apply the competence framework in evaluating managers achieving the good results here.

- **Task:**
  The thesis aims to answer the following questions:
  - What abilities do the managers need? What are the competence frameworks for each mid-level manager?
  - What is the procedure of building the competence frameworks for managers at this bank.
  - What are the application’s results of competence framework in evaluating managers at Tien Phong commercial joint stock Bank.

New contributions:

- Build the general the competence framework for managers at Tien Phong commercial joint stock Bank.
- Establish the competence framework for only branch directors at Tien Phong commercial joint stock Bank.
- Apply the competence framework in assessing branch directors’ abilities.
- Propose solutions to develop the evaluation of managers based on the current competence framework at Tien Phong commercial joint stock Bank.