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Spencer. 1994). distinguish superior from average performers) (Spencer & Spencer, 1993, p.. "The competency dictionary presents competencies in generic form, in scales. ://www.cilip.org.uk/sitecollectiondocuments/PDFs/qualificationschartership/BPK.pdf. management through competencies model in a university in. Metropolitan Lima.. Generic skills, competencies level, specific skills, competencies dictionary. as Mitrani,

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