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**Competency Management: Balancing Between Commitment and Control**

This study investigated the relationships between commitment and control approaches and the use of competency management by adopting the theory of planned behavior. Questionnaires were filled out by 43 human resource experts working in different organizations. We expected components of the theory of planned behavior to mediate the relationship between commitment and control approaches and the use of competency management (behavior). Regression analysis showed that perceived behavioral control mediated the relation between commitment approach and behavior. Furthermore, the data revealed that attitude towards competency management was more positive and perceived behavioral control was higher when competency management was implemented with a commitment instead of a control approach. Subjective norm was strongly related to behavior. Based on the results, for competency management to be frequently used, we argue for increased behavioral control, and for an organizational climate in which competency management is widely accepted.

Key words: Competency Management, Commitment, Control, Theory of Planned Behavior

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