

SLOVENSKI STANDARD

oSIST ISO/DIS 10015:2019

01-april-2019

Vodenje kakovosti – Smernice za vodenje kompetenc in usposabljanje zaposlenih

Quality management - Guidelines for competence management and people development

Management de la qualité - Lignes directrices pour la gestion des compétences et la formation

Ta slovenski standard je istoveten z: ISO/DIS 10015

ICS:

03.100.30	Vodenje ljudi	Management of human resources
03.120.10	Vodenje in zagotavljanje kakovosti	Quality management and quality assurance

oSIST ISO/DIS 10015:2019

en

DRAFT INTERNATIONAL STANDARD

ISO/DIS 10015

ISO/TC 176/SC 3

Secretariat: NEN

Voting begins on:
2019-02-08Voting terminates on:
2019-05-03

Quality management — Guidelines for competence management and people development

Management de la qualité — Lignes directrices pour la gestion des compétences et la formation

ICS: 03.100.30; 03.120.10

iTeh Standards
(<https://standards.iteh.ai>)
Document Preview

SIST ISO 10015:2020<https://standards.iteh.ai/catalog/standards/sist/844d9fee-16b9-43fe-97d6-b10793ea4ae7/sist-iso-10015-2020>

Member bodies are requested to consult relevant national interests in ISO/TC 260 before casting their ballot to the e-Balloting application.

THIS DOCUMENT IS A DRAFT CIRCULATED FOR COMMENT AND APPROVAL. IT IS THEREFORE SUBJECT TO CHANGE AND MAY NOT BE REFERRED TO AS AN INTERNATIONAL STANDARD UNTIL PUBLISHED AS SUCH.

IN ADDITION TO THEIR EVALUATION AS BEING ACCEPTABLE FOR INDUSTRIAL, TECHNOLOGICAL, COMMERCIAL AND USER PURPOSES, DRAFT INTERNATIONAL STANDARDS MAY ON OCCASION HAVE TO BE CONSIDERED IN THE LIGHT OF THEIR POTENTIAL TO BECOME STANDARDS TO WHICH REFERENCE MAY BE MADE IN NATIONAL REGULATIONS.

RECIPIENTS OF THIS DRAFT ARE INVITED TO SUBMIT, WITH THEIR COMMENTS, NOTIFICATION OF ANY RELEVANT PATENT RIGHTS OF WHICH THEY ARE AWARE AND TO PROVIDE SUPPORTING DOCUMENTATION.

This document is circulated as received from the committee secretariat.



Reference number
ISO/DIS 10015:2019(E)

© ISO 2019

iTeh Standards
(<https://standards.iteh.ai>)
Document Preview

SIST ISO 10015:2020

<https://standards.iteh.ai/catalog/standards/sist/844d9fee-16b9-43fe-97d6-b10793ea4ae7/sist-iso-10015-2020>



COPYRIGHT PROTECTED DOCUMENT

© ISO 2019

All rights reserved. Unless otherwise specified, or required in the context of its implementation, no part of this publication may be reproduced or utilized otherwise in any form or by any means, electronic or mechanical, including photocopying, or posting on the internet or an intranet, without prior written permission. Permission can be requested from either ISO at the address below or ISO's member body in the country of the requester.

ISO copyright office
CP 401 • Ch. de Blandonnet 8
CH-1214 Vernier, Geneva
Phone: +41 22 749 01 11
Fax: +41 22 749 09 47
Email: copyright@iso.org
Website: www.iso.org

Published in Switzerland

Contents

Page

Foreword	iv
Introduction	v
1 Scope	1
2 Normative references	1
3 Terms and definitions	1
4 Competence management	2
4.1 General.....	2
4.2 Determining competence needs.....	2
4.2.1 Organizational competence.....	2
4.2.2 Team competence.....	2
4.2.3 Individual competence.....	3
4.3 Assessing current competence and development needs.....	3
5 Competence and people development	3
5.1 Planning.....	3
5.2 Structuring.....	4
5.3 Actions.....	4
5.4 Roles and responsibilities.....	4
5.5 Evaluating the impact of competence and development programme.....	5
5.5.1 Evaluating at organizational level.....	5
5.5.2 Evaluating at team level.....	6
5.5.3 Evaluating at individual level.....	6
5.6 Determining future competence and development needs.....	6

Document Preview

[SIST ISO 10015:2020](https://standards.itech.ai/catalog/standards/sist/844d9fee-16b9-43fe-97d6-b10793ea4ae7/sist-iso-10015-2020)

<https://standards.itech.ai/catalog/standards/sist/844d9fee-16b9-43fe-97d6-b10793ea4ae7/sist-iso-10015-2020>

ISO/DIS 10015:2019(E)

Foreword

ISO (the International Organization for Standardization) is a worldwide federation of national standards bodies (ISO member bodies). The work of preparing International Standards is normally carried out through ISO technical committees. Each member body interested in a subject for which a technical committee has been established has the right to be represented on that committee. International organizations, governmental and non-governmental, in liaison with ISO, also take part in the work. ISO collaborates closely with the International Electrotechnical Commission (IEC) on all matters of electrotechnical standardization.

The procedures used to develop this document and those intended for its further maintenance are described in the ISO/IEC Directives, Part 1. In particular the different approval criteria needed for the different types of ISO documents should be noted. This document was drafted in accordance with the editorial rules of the ISO/IEC Directives, Part 2. www.iso.org/directives

Attention is drawn to the possibility that some of the elements of this document may be the subject of patent rights. ISO shall not be held responsible for identifying any or all such patent rights. Details of any patent rights identified during the development of the document will be in the Introduction and/or on the ISO list of patent declarations received. www.iso.org/patents

Any trade name used in this document is information given for the convenience of users and does not constitute an endorsement.

For an explanation on the meaning of ISO specific terms and expressions related to conformity assessment, as well as information about ISO's adherence to the WTO principles in the Technical Barriers to Trade (TBT) see the following URL: [Foreword - Supplementary information](#)

The committee responsible for this document is Technical Committee ISO/TC 176, Quality management and quality assurance, Subcommittee SC 3, Supporting technologies, and Technical Committee ISO/TC 260, Human Resource management.

This second edition cancels and replaces the first edition (ISO 10015:1999) which has been technically revised.

The main changes compared to the previous edition are as follows:

- a) alignment with the High-Level Structure as laid down in the new ISO 9000 family series;
- b) the document has been updated to support in general the fact that the organization wishing to comply should identify its competence needs at planned intervals;
- c) competence management has been further clarified.