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Lyle M. Spencer, Jr., Ph.D., is Managing Director, Hay McBer Center for Research and Technology. His previous books include *Competence at Work: Models for Superior Performance and Calculating HR Costs and Benefits*, both published by Wiley.. Signe M. Spencer is the author of *Competence at Work: Models for Superior Performance*, published by Wiley.

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assessment (JCA) methodology. Includes generic job models for entrepreneurs, technical professionals, salespeople, service workers and corporate managers. Defines JCA and describes in detail how to conduct JCA studies. Suggests future directions and uses for competency research.

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