

Welcome to the eighth lesson of the DoD Supply Chain Fundamentals module, SCOR People Section.

In this lesson you will learn to recognize the characteristics of the SCOR model people section.

You will be given an opportunity to test out of this lesson. If you pass the test question, you can decide to continue, or skip to the next lesson.

Which of the following is a characteristic of SCOR® people section?

- A Associated with KPI's and metrics. >
- B Linked to business objectives and strategy. >
- C Skills are described by a standard definition and association to other People aspects. >
- D Highlights the gap in performance. >

Feedback:

The correct answer is "Skills are described by a standard definition and association to other People aspects".

How does your agency identify the right skill sets and experience for the job? Satisfied? Are they detailed and exhaustive, or does it seem as though some critical skills or experiences are missing? Or identified too late, like after a hiring? Consider the SCOR® People section. SCOR® has organized detailed descriptions of skills, aptitudes, and experience for each work process from the study of many companies.

Learning Objective

- Recognize characteristics of SCOR® model people section.

In the previous lessons, you read about levels of complexity in describing and managing supply chain processes. This lesson describes a SCOR® section that complements these descriptions of processes and process metrics with descriptions of job skills, needed experience and aptitudes associated with each level of process complexity.

SCOR® People Section

- The People section of SCOR® introduces standards for managing talent in the supply chain.
- Skills are described by a standard definition and association to other People aspects.
- Competency level is not included in the framework descriptions.
- Competency levels are used similarly as process or practice maturity levels. The person or job specification is evaluated on the found (person) or desired (job specification) level of competency.

The People section of SCOR® is new. Starting revision 10 SCOR® incorporates a standard for describing skills required to perform tasks and manage processes. Generally these skills are supply chain specific. Some skills identified may be applicable outside the supply chain process domain.

This skills management framework within SCOR® complements process reference, metrics reference, and practice reference components with an integrated view of supply chain skills. SCOR® recognizes 5 commonly accepted competency levels.

SCOR® incorporates a standard for describing skills that are **generally** specific to the supply chain. Some skills identified may be applicable outside the supply chain.

Which of the following is a characteristic of SCOR® people section?

- A The skills are specific to the supply function. >
- B Consists of performance attributes and metrics. >
- C Incorporates metrics for performance evaluation. >
- D Introduces standards for managing talent in the supply chain. >

Feedback:

The correct answer is, "Introduces standards for managing talent in the supply chain." The skills are generally specific to the supply chain, not to the supply function. The other choices are characteristics of SCOR performance section.

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Post-Test Introduction

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You have completed the learning portion of the SCOR People Section lesson. Next you will be given three attempts to demonstrate mastery of the learning objective.

If you fail all three attempts, you can still progress to the remaining lessons and graduate; however, you are encouraged to restudy the lesson to increase your understanding of the content.

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Which of the following is a characteristic of SCOR® people section?

- A Introduces standards for managing talent in the supply chain. >
- B Drives overall plan and budget. >
- C Helps identify decision points, triggers, and process disconnects. >
- D Provides a set of pre-defined descriptions for activities most companies perform. >

Feedback:

The correct answer is, "Introduces standards for managing talent in the supply chain." "Drives overall plan and budget" is a characteristic of Process 1 section. Other choices are characteristics of SCOR processes.

Which of the following is a characteristic of SCOR® people section?

- A Generally these skills are supply chain specific. >
- B Introduces standards for managing processes in the supply chain. >
- C Identified skills are not applicable outside the supply chain process domain. >
- D The person is usually evaluated on supply function competencies. >

Feedback:

The correct answer is, "Generally these skills are supply chain specific." The person is usually evaluated on supply chain skills, not supply function competencies. However, some skills may be applicable outside the supply chain domain.

Which of the following is a characteristic of SCOR® people section?

- A Skills management framework complements process, metrics, and practice reference components. >
- B A side benefit of the management framework is improving the environmental footprint. >
- C Mitigates risk of an undesired event taking place. >
- D Assesses if organization is successfully improving overall supply chain operational performance. >

Feedback:

The correct answer is, "Skills management framework complements process, metrics, and practice reference components." The other choices are characteristics of the best practices section. This was your third and final attempt, but you will be allowed to progress to other lessons and graduate. [Review This Lesson](#)

In this lesson, you learned about the SCOR® people section. SCOR® incorporates a standard for describing skills to perform tasks and manage processes that are generally specific to the supply chain. In the next lesson, you will learn about the SCOR® hierarchy levels section and why level 1 improvements have more impact than at other levels.

Can you recall from a previous lesson which of the following is a characteristic of a best practice?

- [A](#) Introduces a new technology or redefines the playing field. >
- [B](#) Mitigates risks of undesired events taking place. >
- [C](#) Well-established practice that provides a cost-saving over bad practices. >
- [D](#) Proprietary technology may prevent wider adoption. >

Feedback:

The answer is "Mitigates risks of undesired events taking place."

You have completed the content for this lesson.

To continue, select another lesson from the Table of Contents on the left.

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