

## THE GENERAL FRAMEWORK OF COMPETENCIES IN THE CONTEXT OF VIRTUAL ORGANIZATIONS

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**Abstract:** It is widely accepted that one of the virtual organizations great advantages, is that the participating firms can join in larger and more complex projects in a more flexible and swift fashion than would be the case for an individual. The shaping of the VO's architecture in order to be able to react quickly to market demands as well as the immediate coordination of a number of partners requires not only flexibility but also predefined rules and roles. This is why I consider there is need of an analysis regarding the possibility of creating a general framework of competences. The result of this research includes a number of elements and processes that have influence on the general framework of competencies and proposes a topic for future evaluations.

**Keywords:** virtual organization, competence management, contextual complexity, complexity of task.

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