

Global employment or job industry

Business, Human Resources



Business Summary The global employment or job industry has been experiencing changes. Fewer jobs and new competencies developments establish relationships between workers and business strategy. The interest in competencies has been growing globally. For instance, in the U. S., organizations mainly focus on leadership competencies to ensure that the world-class status is maintained.

However, other countries are experiencing problems in the achievement of leadership competencies because of isolation, legal issues that deter growth and totalitarianism. For instance, South Africa's main constraint has been apartheid. Despite the fact that these countries are in need of leadership competencies, they focus more on effective technical skills that would make them competitive. Therefore, there is less interest in leadership competencies.

A notable factor is that organizations are focusing on their human competence bases and their development. The market values of such organizations are dependent on business knowledge, loyalty of customers and other examples of human capital. Most organizations are focusing on ways of acquiring monetary capital and the manner in which their tangible assets are deployed. The wealth that is attributable to businesses and nations is dependent on the skills and knowledge of the people.

The aspect of competencies is not a new concept. It had been in existence for centuries. Changes in the concept have been elicited by the fact that educators have come up with skills that guide curriculum development. Over the years, people have been developing the groups of objectives for the behavioral, cognitive and affective sphere including knowledge, attitudes

and skills. However, the approaches and definitions are diverse. If organizations are to choose among the objectives, it is their responsibilities to determine the definitions, development and deployment of human competence with regard to the advantages and disadvantages.

Competency has various definitions in the job fraternity. Some of the meanings refer to the work, duties, results and productive outputs. Skills, knowledge and attitudes could be used in the description of the characteristics of the people that are working. Some people consider job tasks and other organizational activities as competencies. Job descriptions are usually based on the tasks that are expected of the employees and they may not necessarily be presented as competencies. Tasks result from the breakdown of work into activities that are manageable to reduce the amount of effort applied, improve best practice and variability of performance (McLagan, 1997).

Result competencies are a rare category. It involves the addition of the word ability to specific results. An example is the ability to be profitable. Adding the word ability to represent particular results elicits the competency.

Output refers to the products that a particular organization or team produces, brings to the market or distributes. An output becomes a competency when the word ability is added according to some individuals. This results in the formation of output competencies.

In the case of knowledge, skills and attitude competencies, the focus is on specific abilities and certain subject matters. The subject matter may be technical knowledge, examples of process abilities may include communication skills and attitudes refer to commitments and values such as

integrity.

Reference

McLagan, P. A. (1997). Competencies: The Next Generation. *Training and development*, 51(5), 40-47.