

Example of essay on knowledge, skills, and abilities (ksa) and strategy

[Business](#), [Company](#)



The statement on strategic skills analysis for selection and development is agreeable; the professional development leads to a good practice with youth that improves program quality and an increase on positive youth outcomes. The preparedness does assist the future workforce for a better service for the needs of the customers. Youths need guidance and encouragement from the care of supportive adults to make the transition from school to adult life and the world of work. This is compared to youth who seek to build the competencies they needed to be successful in the process, to build the knowledge, skills, and abilities as needed to help the youth in their endeavor. When the youths are connected to, the workplace development system has the necessity of a mix of competencies from the youth development, in education, and in the workplace developments field.

Social Security Administration is used by a construction company (Institut National des Techniques Économiques et Comptables or National Technical Institute for Business and Accounting) to enable the company's preparedness for the future. The company with the chief operating officer and top executive managers work together to create a 10-year business plan as the company's first step. This is to research the changes and advancement of the technological ways needed in the plan. The completion calls for a modification on the job descriptions for the future accordingly. The responsible for the planning stage is the INTEC to create SSA, experts assist to this plan for a 10-year horizon that has the compatibility of the 10-year business plan. It means that everything should take in place appropriately and successfully. In the first step, INTEC creates the main positions as the most significant part for the company in the future. They consider some

solicitation of brilliant ideas from the current employees concerning the job descriptions to meet the selection and training objectives for sure. This is to apply the skills necessary in the future or enhance the skills if possible. Teamwork is one of the keys to success and called it as subject matter experts that consist of strategy analyst, top executive, and persons with secondary knowledge on the job, the directors, and the human resource personnel. Data for every position highly reflects on the importance of KSA, its degree and required recommendations on type and time necessary. The next step is the strategic job specifications, the strategic human resource activities allowed the company to match information in HRIS versus the data the company created to show skills. The information is used to set every employee on the developmental plan to acquire the skills for the position. The long-term research includes the track on pertinence and effect of training and development activities and the validity of selection decision. Accuracy on projection leads to appropriateness on the human resource activities. It is adequate for an organization to enter an association for medium to small organizations. As the system implemented by INTEC, it aids the human resource activities to use a strategic skill analysis that aids both the company and the human resource as well. It allows the team to have the best skills necessary to aid every employee with their current position. The companies appreciated the fact that they need the concepts on KSA for the future; the knowledge on tax laws, teamwork skills, communication skills, and ideas on trainings and advancements for the subordinates . The company is much aware of every consequence that occurs along the way and ready for any strategy to be used on their developmental plans. If there

are ones who wish to leave the company for good, they make sure that the future employers possess the skills beforehand. The Benchmark management as a small company does not have any SSA; however, the Marriott Company and Publix Company have it. A major company with SSA is necessary. For college students, it is difficult to enter in an industry without experiences; companies will only deny the application. A good experience brings fortune and opportunity to be a part in a prestigious company.

Reference

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