

Characteristics Of The Successful New Employee

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The development of competencies and skills goes hand in hand with today's transition to a technology driven workplace. Ideas, information and relationships are becoming more important for the employee, which requires new approaches to self management. Additionally many organization put greater emphasis on selection and evaluation of employees so that employees fit the performance of the organization. Accordingly, this paper reports on employees perceptions of their competencies and skills development requirements for the world of work in Thailand.

Field of Research: Management

1. Introduction

Information technology plays an important role by enabling the storage and dissemination of data and information across the organization, including rapidly changing of new technology that increase workplace efficiency. Yet technology is only one part of a future workplace. An inclusive future workplace includes not only the new technology but also the new management systems, new perspectives, shifting patterns of new competition, challenge and opportunity. The movement to flatten organization by empowering workers has been increasing steadily. Accordingly the employees need to have the right blend of competencies and skills to fulfilling work, getting opportunities for professional development, career advancement and respects for all individuals. In the midst of this new challenge workplace, the employees are rethinking the meaning of careers and of career success. They also emphasize on self-management of career and how to fit to careers. Accordingly, for example, employers wish to access graduates with the right mix of knowledge and skills that will permit their organizations to grow and prosper in the future and be capable of adjusting to environmental changes. This raises the important issue as to what are the required skills for the trained workforce of the future? It is the purpose of the present study to address this issue based on a survey of Thai employees drawn from the Bangkok Metropolitan area and surrounding region.

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2. Literature Review

A study by the U.S. Department of Labor and the American Society of Training and Development of "Skills Employers want" revealed 16 critical skills include knowing how to learn, reading, writing, mathematics, listening, oral communication, problem solving, creative thinking, self-confidence, motivational goal setting, personal and career development, interpersonal skills, negotiation, teamwork, organizational effectiveness and leadership.

3. Methodology and Research Design

The research aimed to investigate the employee perceptions of the importance of skills and competencies for the workforce of the future and their current strengths and weaknesses in terms of the development of skills and competencies. The study was conducted by approaching the employees, to complete the questionnaire using convenience sampling; from a range of organizations (small to very large) from the corporate and public sectors. Five point Likert Scale is used to seek the employees perceived importance of skills and competencies of the successful employee for the future workforce and to seek the employees overall satisfaction with their competencies and skill development. The final section provided an opportunity for qualitative inputs from the employee regarding their strengths and weaknesses in terms of the development of skills and competencies for the workforce of the future.

4. Discussion of Findings

The study reveals that the three most important skills and competencies for the future workforce include competency in allocating resources effectively in the workplace, technical expertise, improved understanding and application of social, organizational and technological systems in the workplace and in equal third place achievement orientation, order and quality. However, the three least important skills and competencies include directiveness, developing others and team leadership. The employees are highly confident in terms of their skills and competencies to adapt to future changes in the workplace. In addition, it reveals that the employee tended to emphasise on the strengths emanating from their thinking and personal skills whereas significant areas of weaknesses include interpersonal and technology related competencies and personal skills.

5. Conclusion

Career Adaptability and career attitudes may change over the course of careers and are shaped by the internal and external environment. As the workplace becomes more dynamic and uncertain, the employees become inflexible in their attitudes and outdated in their knowledge as they can stay more proactive, fresh and responsive in the future workplace.

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