



Technological Change as a Mediator of Employee Competency Profiling in Selected Industries in Kuching, Sarawak: A Structural Equation Modeling Approach

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ABSTRACT

This study aims to investigate competency profiling and determine if technological change act as a mediator in the relationship between the identified factors and employee competency in selected industries in Kuching, Sarawak. It is also to develop the best fit model based on the variables selected. The four identified variables are teamwork, organizational culture, change management, and technological change. The sample of this study were 302 respondents selected through a simple random sampling. The findings showed that there is a positive effect between teamwork, organizational culture, change management, and technological change as mediator towards employee competency. This study provides positive implications, such as, improving competency process in organizational setting, improving policy and related action plan regarding human resource practices on competency.

Keywords: competency profiling; teamwork; organizationa culture; change management; technological change; mediator; structural equation modelling

INTRODUCTION

Competency profiling is important in order to ensure the competency levels of the employees meets the requirement of the organization. Employee competency level and performance should be measured in numerical manner, by observation and could

be seen as benchmarking for future improvement on specific skills, ability and knowledge. Competency is defined as the set of behavior patterns that the incumbent needs to bring to a position in order to perform tasks and functions with competence (Woodruffe, 1993). In the modern world, factors that relates to competency and performance are always major obstacle that hinders organization to produce competent employees that fit in today dynamic industrial movement.

As a result of technological change

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