

# Employability, The Labor Force And The Economy

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Employability is based on a set of individual characteristics. It is not equivalent to employment, but rather a prerequisite for (gainful) employment. It pertains to someone's relative ability to obtain and maintain gainful employment, as well as make successful transitions from one job to the next, either within the same company or field or to a new one as the individual choices, circumstances or economic conditions may dictate. Employability will vary with economic conditions, although there are some exceptions in professions "insulated" from economic fluctuations, such as healthcare, education, defense, etc.

## Definition of Employability

An amalgamated definition of employability views it from a narrow and a broad perspective. Narrowly defined, employability is a product consisting of a specific set of skills such as soft, hard, technical, transferable etc. The broad perspective includes the narrow definition and enhances it further by viewing employability as a life-long, continuous process of constantly acquiring experience, new knowledge (purposeful learning) and skills that contribute to improving one's marketability and subsequently ability to obtain and maintain gainful employment in the various labor markets. Further, employability can be defined both as a product - a set of skills - that "enables" and as a process that "empowers" an individual to acquire and improve marketable skills that can lead to gainful employment.

## Employability and Its Impact on the Labor Force

Employability applies to almost everyone who is part of the labor force, as the ability to obtain, maintain and switch employment over time is imperative to anyone's survival as well as success in life, thus one has to be able to possess a set of skills that are either prerequisites or requisites in the labor market.

## Employability and the Economy

Each factor of production is used differently, and labor or human capital can be used either in the process of manufacturing a product or providing a service within an economy. The distinction between labor and capital may lie on the fact that labor usually refers to blue-collar laborers/workers and human capital to white-collar workers. Labor or human capital is in limited and scarce quantity. For labor/human capital to be used efficiently, it warrants the acquisition of knowledge, skills and capabilities that employers need in our current economic times and knowledge-driven economy.

Firms and businesses are running leaner, with fewer organizational layers and prone to rapid restructuring, striving to adapt to their shareholders profit-maximizing goals (stock price appreciation and dividend growth), meet their constituents' needs and the challenges of the ever-changing internal and external environments. This changes and limits the need for redundant and bureaucratic careers even in government-held jobs. An individual's employability is of high importance, since it not only provides gainful employment but it is also a contributing factor to the individual's personal well-being and growth.

# Employability In A Highperformance Economy

**Sabine Zange**



## **Employability In A Highperformance Economy:**

Employability in a High Performance Economy Barry G. Sheckley, Lois Lamdin, Morris T. Keeton, 1993 Long term health 312 922 5909 Paperback 24 95 each Hardcover 34 95 each 2 50 shipping handling first book 0 75 book thereafter Illinois residents add 8 percent sales tax Call for discount information      Handbook of Online Learning Kjell Erik Rudestam, Judith Schoenholtz-Read, 2002-02-19 I found the book excellent and read every one of the 450 pages Many of the chapters reflect the Fielding Institute's focus on human and organizational behaviour educational leadership and organizational management The book will be particularly appropriate for readers from a corporate training or business school background though there is much for academics and online educators at all levels and subject areas to learn from this well crafted book There are many books and articles about online learning This is one of the better ones Robin Mason Computers and Education Technology mediated instruction has taken the university and the corporate sector by storm As more instructors teach online for a dispersed learning community in both academic and business environments there's a need for resources that will help them adapt to this new teaching method Educators who come out of traditional academic institutions tend to use traditional methods when offering courses online e.g lectures textbooks and readings examinations rather than attend to small group processes and principles of what the editors of this volume call andragogy This Handbook goes beyond the mechanics of how to create and direct an online learning experience to consider such a new approach to pedagogy in doing so The editors primary purpose is to clarify the conceptual issues that underlie effective online teaching and to offer practical guidance to educators and corporate trainers who plan to teach in a virtual environment Their central tenet is the adoption of computer networks as the teaching vehicle of the future demands a re examination of our core beliefs about pedagogy and how students learn The transfer of a classroom curriculum into cyberspace is deceptively simple but doing so without an appreciation of the nuances and implications of learning online ignores not only the potential of this medium but the inevitable realities of entering it Rather than fear the challenges that new technology brings to systems of learning the editors hope to help instructors embrace it by re thinking how knowledge is acquired and how educational processes may be optimally designed in a new age of teaching and learning Features Benefits Part I provides an overview and includes discussion of the unique structural aspects of the electronic learning environment pedagogical issues curriculum design psychological and group dynamics and ethical issues Part II examines practical issues associated with implementing courses online both in the traditional university setting and in professional corporate training environments The book draws heavily on personal case examples many from The Fielding Graduate Institute's 26 years of teaching in nontraditional distributed learning environments      Portfolio Development and the Assessment of Prior Learning Elana Michelson, Alan Mandell, 2023-08-11 For over thirty years portfolios have been used to help adult learners gain recognition for their prior learning and take greater control of their educational experiences The portfolio has become a distinctive means of assessing

such learning serving as a meaningful alternative to conventional papers and standardized testing Portfolio Development and the Assessment of Prior Learning Perspectives Models and Practices provides a primer of flexible approaches to shaping and conducting portfolio development courses It offers practitioners in the field an extensive range of model assignments readings and classroom activities each organized around a specific theme Academic Orientation The Meaning of Education Personal Exploration Learning from the Outsider Within The World of Work and Careers and Dimensions of Expertise Twelve case studies by practitioners in the field then show how academics in the US and around the English speaking world have adapted the portfolio to changing circumstances in order to deliver academically rich educational services for adults These case studies highlight portfolio development in the context of web based instruction changing institutional imperatives service to historically disenfranchised groups partnerships with industry and cross institutional cooperation In addition to serving as a valuable hands on resource for practitioners Portfolio Development and the Assessment of Prior Learning locates portfolios and assessment in a broad social and intellectual context Thus the authors also offer an historical overview of the usefulness of portfolios in the assessment of prior learning and then consider their use in the future given current trends in higher education for adults The book explores the implications of a changing educational landscape in which new student populations budgetary pressures and understandings of knowledge both enrich and challenge student centered approaches such as portfolios The approaches and case studies are not only valuable to adult educators but equally to faculty in higher education concerned with the development of competency and outcomes based assessment

*Assessment in Higher Education* Samuel J. Messick, 2013-12-16 Assessment in Higher Education brings together in one place most of the major issues confronting higher education in the 1990s These include enhancing student access development and success in higher education transforming admissions testing to meet expanding educational needs resolving the politics of accountability by assessing quality outcomes of higher education assuring fair assessment responsive to human diversity and facing the technological future of higher education An integrative thread that weaves through all of these issues is the concept of equity especially as it bears on social justice in education and on fairness in assessment Another integrative thread is the role of computer and multimedia technology not only in improving the efficiency and power of all the functions of higher education assessment but also in revolutionizing the delivery of higher education itself

**Best Practices in Adult Learning**, 2002

**Morality, Rationality and Efficiency** Richard M. Coughlin, 2016-09-16 The papers in this collection were selected from nearly 200 that were presented at the 50 sessions of the second annual International Conference on Socio Economics held at The George Washington University in Washington D C March 1990 They reflect the great interest that socio economics has inspired in the few years since the Society for the Advancement of Socio Economics was founded in 1989 The papers represent the stimulating dialogue among psychologists sociologists political scientists philosophers economists and students of finance and business administration The authors are communicating across the frontiers of established disciplines to

address enduring questions on economic theory and policy and they aim to liberate the study of economics from the straitjacket of the neoclassical approach Introduction to Economic Geography Danny MacKinnon, Andrew Cumbers, 2014-05-22 Today's rapidly flowing global economy hit by recession following the financial crisis of 2008-9 means the geographical economic perspective has never been more important An Introduction to Economic Geography comprehensively guides you through the core issues and debates of this vibrant and exciting area whilst also exploring the range of approaches and paradigms currently invigorating the wider discipline Rigorous and accessible the authors demystify and enliven a crucial subject for geographical study Underpinned by the themes of globalisation uneven development and place the text explores the diversity and vitality of contemporary economic geography It balances coverage of traditional areas such as regional development and labour markets with insight into new and evolving topics like neoliberalism consumption creativity and alternative economic practices An Introduction to Economic Geography is an essential textbook for undergraduate students taking courses in Economic Geography Globalisation Studies and more broadly in Human Geography It will also be of key interest to anyone in Planning Business and Management Studies and Economics *Local Economic and Employment Development (LEED) The World of Public Employment Services Challenges, capacity and outlook for public employment services in the new world of work* OECD, Inter-American Development Bank, World Association of Public Employment Services, 2016-02-11 This publication provides a wide range of indicators for comparing the operational and institutional characteristics of 73 Public Employment Services in 71 countries around the world Datt & Sundharam's Indian Economy 73rd Edition Gaurav Datt & Biswajit Nag, This revised edition of Datt and Sundharam's Indian Economy presents an up to date review of trends and issues framing the development of the modern Indian economy This comprehensive update involved a complete rewrite of the original book as part of the endeavour to promote a critical understanding of the ever changing canvass of opportunities and challenges facing the Indian economy This edition represents a fresh attempt to study the evolving journey of the increasingly complex Indian economy from a contemporary vantage point while retaining a longer term historical perspective Divided into five parts the book begins with an overview of the Evolving Structure of the Indian Economy which introduces India as a developing economy and discusses its economic growth demographic trends human development infrastructure and the environment The second part delves into India's Planning System and Evolution of Economics Sectors As areas of national concern the topics of Poverty Inequality Employment and Social Security are taken up in the third part The fourth part on the Fiscal monetary system and India's Financial Sector discusses key aspects of India's fiscal monetary and financial sector policy including a detailed review of the Union Budget 2023-24 The final part focuses on Trade Technology and Globalisation discussing issues related to trade policy foreign direct investment India's interface with the World Trade Organisation participation in global value chains and the state of technology in the context of India's emergence on the global economic stage With the marshalling of large amounts

of data in an array of tables graphs charts and boxes explaining key concepts and special topics the book is informative engaging visually appealing and facilitates better understanding of the evolving complexities of the Indian economy along with the potential and limits of economic policy in the country The revision has been developed according to the curriculum of the National Education Policy 2020 and caters to the academic requirements of undergraduate Economics students The findings from contemporary literature research covered in the book will help the Post graduate students and researchers from economics commerce and finance streams It will also be a useful resource for the aspirants appearing for various competitive examinations

**Skills for Improved Productivity, Employment Growth and Development** ,2008 Examines how within a decent work perspective countries can develop their skills base so as to increase both the quantity and the productivity of labour employed in the economy

**Implementing Welfare-employment Programs** John Joseph Mitchell,Mark Lincoln Chadwin,Demetra S. Nightingale,1980

**Local Economic and Employment Development (LEED) Managing Decentralisation A New Role for Labour Market Policy** OECD,2003-10-24 To ensure that people s needs are met governments decentralise the way policies are designed and implemented This conference proceedings presents the points of view from a variety of countries in the area of labour market policy

*Gender, Experience, and Knowledge in Adult Learning* Elana Michelson,2015-05-15 In this wide ranging book Elana Michelson invites us to revisit basic understandings of the experiential learner How does experience come to be seen as the basis of knowledge How do gender class and race enter into the ways in which knowledge is valued What political and cultural belief systems underlie such practices as the assessment of prior learning and the writing of life narratives Drawing on a range of disciplines from feminist theory and the politics of knowledge to literary criticism Michelson argues that particular understandings of experiential learning have been central to modern Western cultures and the power relationships that underlie them Presented in four parts this challenging and lively book asks educators of adults to think in new ways about their assumptions theories and practices Part I provides readers with a short history of the notion of experiential learning Part II brings the insights and concerns of feminist theory to bear on mainstream theories of experiential learning Part III examines the assessment of prior experiential learning for academic credit and or professional credentials Part IV addresses a second pedagogical practice that is ubiquitous in adult learning namely the assigning of life narratives

*Gender Experience and Knowledge in Adult Learning* will be of value to scholars and graduate students exploring adult and experiential learning as well as academics wishing to introduce students to a broad range of feminist critical race materialist and postmodernist thinking in the field

**ECMLG 2016 - Proceedings of the 12th European Conference on Management, Leadership and Governance** , Proceedings of the 12th European Conference on Management Leadership and Governance

**The SAGE Handbook of Industrial Relations** Paul Blyton,Edmund Heery,Nicolas Bacon,Jack Fiorito,2008-09-12 This handbook is an indispensable teaching research and reference guide for anyone interested in issues of labour and employment The

editors have assembled a top flight group of authors and the end product is an encompassing state of the art review of the industrial relations field Professor Bruce E Kaufman AYSPS Georgia State University This Handbook will quickly become the standard reference in industrial relations research It provides the most comprehensive and challenging presentation of the key theoretical debates and topics of research that will shape our field well into the 21st century All who wish to contribute to this field will need to read this volume and then build on what these authors have to say Professor Thomas A Kochan MIT Institute for Work and Employment Research This authoritative panorama of the field demonstrates the contemporary vitality breadth and critical depth of industrial relations scholarship and research Thirty four stimulating essays by an international blend of leading academics expertly review the analytical and empirical state of play across all aspects of industrial relations enquiry In doing so a rich agenda for further scholarly endeavour emerges Paul Marginson University of Warwick Over the last two decades a number of factors have converged to produce a major rethink about the field of Industrial Relations Globalization the decline of trade unions the spread of high performance work systems and the emergence of a more feminized flexible work force have opened new avenues of inquiry The SAGE Handbook of Industrial Relations charts these changes and analyzes them It provides a systematic comprehensive survey of the field The book is organized into four interrelated sections Theorizing Industrial Relations The changing institutions that shape employment practice The processes used by governments employers and unions Income inequality employee wellbeing business performance and national comparative advantages The result is a work of unprecedented scope and unparalleled ambition It offers a complete guide to the central debates new developments and emerging themes in the field It will quickly be recognized as the indispensable reference for Teachers Students and Researchers It is relevant to economists lawyers sociologists business and management researchers and Industrial Relations specialists

**A Set of Learning Outcomes for the Learner in the Two-year Institution of Higher Education in Order to Function in Work, Community, and Family at the Beginning of the 21st Century** Sandra J. Krebsbach,1998      **OECD Economic Surveys: Austria 2009** OECD,2009-07-02 This 2009 edition of OECD's periodic survey of Austria's economy includes chapters on the financial crisis product and labour market reforms and fiscal policy challenges The special feature examines re-inventing the education system      *Summary of United States and European Union Workshop on Employment Policy and the Promotion of Employability Security*,1997      **Learning Gain in Higher Education** Christina Hughes,Malcolm Tight,2021-01-29 Responding to the larger amount of students that are bearing an increasing proportion of the costs of their participation in higher education this volume pays attention to the issue of what higher education does for its students What do students gain from engaging in higher education and how might this be accurately measured      **Psychological Mechanisms that Affect Economic Decisions to Work Longer** Gabriela Topa,Joanne Earl,Jacquelyn Boone James,2020-03-12

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