



Self-Assessment of the Competences of the Young Generation vs. Personality

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Abstract

Purpose: The aim of the study was to identify and analyse the self-assessment of the competences held by the young generation taking into account their personality.

Design/Methodology/Approach: The method of literature analysis and criticism, the method of diagnostic survey and statistical methods were used to verify the hypotheses set and to answer the research questions. An empirical study based on a survey questionnaire was conducted on the opinions of 2084 Generation Z employees. Random sampling was used. The level of commitment was measured on a seven-point Likert scale. Column proportion tests were used to determine significant differences in responses between individuals from different groups. Using the Chi-squared test of independence, statistically significant differences in competence were established in terms of criteria such as place of residence, education, position held, interest in professional military service, experience in candidate military service and personality. The Ten-Item Personality Inventory (TIPI) tool was used to measure personality according to the Big Five.

Findings: The empirical exploration carried out indicates that the level of competence possessed by the young generation, according to the self-assessment, is not high. Competence deficits concerned main digital competences, including the use of information technology and artificial intelligence, as well as social and analytical competences. The factor significantly differentiating the possessed competences of the young generation (according to the self-assessment) is age, education, possessed experience in candidate military service, length of service and personality.

Practical implication: The practical business implications mainly concern the use of the research results in the human resource management of the young generation, including the evaluation of their work.

Originality/value: It was found that the factors shaping the self-assessment of the competences possessed by the young generation are mainly education, place of residence, experience in candidate military service, length of service and personality.

Keywords: young generation, HRM, competences, self-assessment