

Research on the relationship between employees' core competence and work efficiency

Ziyan Han *

School of Economics and Management, Chinese University of Hong Kong (Shenzhen), Shenzhen, China

* Corresponding Author Email: 121020357@cuhk.edu.cn

Abstract. Work efficiency includes multiple dimensions, including productivity, job performance, and motivation and motivation to effectively achieve organizational goals. This study explores the importance of an employee's core competencies in determining their overall performance and productivity within an organization. In view of the fact that core competence is the main influencing factor, this study aims to explore the relationship between core competence and work efficiency, and find out the multi-faceted mechanisms and factors affecting this relationship. By addressing these gaps in existing research, it provides informative and constructive insights into human resource strategy and management practice. This will help optimize employee performance and the success of organizational goals. This study mainly discusses the influence of employees' core competence on their work efficiency. Therefore, this paper makes a comprehensive analysis of the existing literature. The research and theory of core competence, work efficiency and their relationship are reviewed. It is found that there is a significant positive relationship between employees' core competence and work efficiency. Research shows that effective work efficiency mostly comes from the core competitiveness of employees being fully utilized. These findings highlight the importance of cultivating and improving employees' core competencies to improve overall productivity and organizational performance.

Keywords: Core competence; Work efficiency; Job performance; Organizational effectiveness; Employee capabilities.

1. Introduction

In a setting where industrial competition is fierce, organizations endeavor to attain and sustain a superior degree of productivity in order to guarantee their prosperity and longevity. Work efficiency is a multifaceted concept that includes productivity, job performance, and the effective achievement of organizational objectives. Employees' core competence, on the other hand, represents the unique combination of skills, knowledge, and attributes that individuals possess, which enable them to perform their job tasks competently and contribute to organizational success. The relationship between employees' core competence and work efficiency is a topic of significant interest in the field of organizational psychology and human resource management. Organizations seeking to maximize employee performance and improve overall efficiency can gain a wealth of insights from understanding how employees' core competencies are defined as their foundational competences—skills, knowledge, and abilities that impact their productivity. So how to optimize employee performance and maximize overall efficiency. For the organization, the first thing to know about the core competence of the work is what individual factors are composed. Secondly, learn about how the skills, knowledge and professional competence of the individual employees affect the productivity of their work. To explore this relationship, this study thoroughly evaluates the literature and presents empirical data from earlier investigations. By combining the results of earlier research and providing a thorough analysis of the subject, this paper aims to add to the body of knowledge regarding the relationship between workers' core competencies and productivity at work. Under this research framework, employees' core competitiveness (including proficiency in technical mastery, ability to avoid risks, and means of dealing with interpersonal relationships) will be regarded as important indicators that affect productivity. In addition, the study will also explore potential controllable factors (including job specificity, organizational culture, and company system management style).

With an in-depth grasp of these areas, the study can provide organizations with constructive guidance on developing and applying employee core competencies to promote efficient productivity

2. Literature Review

Organizational psychology and human resource management have conducted many scientific studies on the relationship between employees' core competencies and work productivity.

Liu and Ployhart studied the impact of person-organization fit on employee outcomes. Their social exchange model emphasizes the importance of setting employees' personal value identity, personal ability levels within the organization, and values to achieve goals at the same level. The study found that the factors that have a positive impact mainly come from a high degree of fit between employees and the organization, good performance, and employee satisfaction with the company's commitment and good work. These studies emphasize that personal core competencies play a positive role in improving work efficiency when personal and organizational values are balanced.

Li, Zhao, Walter, and Zhang studied the link between employees' voice behavior and core self-evaluation (CSE). Wang, Liu, and Liao focused on high-performance work systems (HPWS) and their impact on employee well-being, work engagement, and productivity. The cross-level mediation model established shows that HPWS has a positive impact on employee well-being, and then it can be concluded that it is related to the means of obtaining high work efficiency by increasing work engagement. This study highlights that high productivity is inseparable from creating employee well-being, improving employee engagement and improving the quality of the work environment.

Zhang and Lepak illuminated the possible negative aspect of high-performing work environments. Wang, Courtright, and Colbert conducted a meta-analytic review of transformational leadership and performance. Their study revealed a strong positive relationship between transformational leadership and work efficiency across various performance criteria and levels. Transformational leaders inspire and motivate employees, fostering a positive work environment that enhances employee satisfaction, commitment, and ultimately, work efficiency.

A multilevel model was put forth by Ployhart and Moliterno to explain how human capital became a resource. Their research made clear how crucial it is to foster and capitalize on employees' core competencies at the organizational and individual levels. The significance of human capital in generating a competitive edge and augmenting productivity was underscored.

Taken as a whole, these studies advance our knowledge of the connection between workers' productivity and core competencies. They highlight the importance of person-organization fit, core self-evaluations, high-performance work systems, transformational leadership, and human capital in influencing work efficiency outcomes. Understanding these factors can help organizations optimize employee performance, create supportive work environments, and foster a culture of continuous learning and development. Future research should explore additional factors and mechanisms that influence the relationship between core competence and work efficiency and consider the dynamic nature of these relationships in different organizational contexts.

3. Analysis

Core competence, as reflected in individuals' core self-evaluations, positively influences job performance by fostering employee engagement, proactive behavior, and the generation of valuable insights and solutions [1].

3.1. Greater Depths of Fundamental Self-assessments

Voice behavior was more prevalent among the workers who scored higher on core self-evaluations. Core self-evaluations encompass individuals' assessments of their self-worth, competence, and

capabilities [1]. This suggests that individuals with a positive perception of their own abilities are more likely to actively contribute ideas, suggestions, and concerns related to work.

3.2. Voice Behavior and Job Performance

Voice behavior has been associated with beneficial outcomes for organizations, including innovation, problem-solving, and knowledge sharing. When employees actively participate in voice behavior, they contribute to the identification and resolution of work-related issues, improved decision-making processes, and the implementation of innovative solutions [2]. These factors are known to positively impact job performance.

3.3. Motivational Processes

Extrinsic and intrinsic motivation are the two motivational processes that mediate the relationship between voice behavior and core self-evaluations. The internal desire to have a positive influence and support the organization is known as intrinsic motivation. Extrinsic motivation involves external factors such as recognition and rewards [3]. Employees with higher levels of core self-evaluations are not only internally motivated to contribute but also driven by external factors, which further enhance their engagement and performance.

Based on these findings and theoretical framework, that core competence, as reflected in individuals' core self-evaluations, positively influences job performance. Strong core competence increases an employee's likelihood of voice behavior, which promotes proactive behavior, higher levels of engagement, and the creation of insightful and useful solutions [4]. These factors contribute to higher levels of job performance, as they enhance problem-solving, decision-making, and innovation within the organization.

It is advised to consult further research that focuses on the connection between core competency and job performance for a more thorough understanding. Job performance benefits from the core competency, as demonstrated by individuals' core self-evaluations. According to the study, employees who had higher levels of core self-evaluations were also more likely to participate in voice behavior. This suggests that people who have a positive self-perception are more likely to actively share ideas, suggestions, and concerns about their jobs. Engaging in voice behavior has been associated with positive organizational outcomes such as knowledge sharing, problem-solving, and innovation [5]. By actively participating in voice behavior, employees contribute to the identification and resolution of work-related issues, improved decision-making processes, and the implementation of innovative solutions, all of which positively impact job performance. It is hypothesized that intrinsic motivation—the internal desire to have a positive impact—and extrinsic motivation—external factors like rewards and recognition—mediate the relationship between core self-evaluations and voice behavior. Employees with higher levels of core self-evaluations are internally motivated to contribute and are also influenced by external factors, further enhancing their engagement and performance.

4. Suggestions

To address the question of how employees' core competencies affect work efficiency and performance, organizations can implement the following solution:

Assess and Develop Core Competencies: Begin by identifying the core competencies relevant to the organization and specific roles. Conduct competency assessments to evaluate employees' existing skills, knowledge, and abilities. Based on the assessment results, create individual development plans that target areas for improvement and provide training, mentoring, and resources to enhance core competencies [6].

Encourage a Culture of Learning: Create an environment where learning and growth are valued on an ongoing basis. Encourage staff members to participate in self-directed learning, attend pertinent

conferences or workshops, and pursue continuing education. Establish spaces where knowledge and best practices can be shared, like internal communities of practice or online learning environments.

Provide Feedback and Recognition: Provide employees with constructive criticism on their work and progress toward developing core competencies on a regular basis. Acknowledge and honor staff members who exhibit extraordinary skill and make a proactive effort to enhance productivity and performance. Performance reviews, official recognition programs, and informal expressions of gratitude and acknowledgment can all be used to achieve this [7].

Promote Knowledge Sharing and Collaboration: motivate staff members to work together to take advantage of their combined skills. Provide opportunities for initiatives, projects, or cross-functional teams that call for a variety of skill sets. To facilitate the sharing and dissemination of innovative concepts, insights gained, and optimal methodologies, employ knowledge-sharing instruments such as wikis, intranets, or collaboration platforms.

Align core competencies with job roles: company organizational management needs to match employees' core competencies with their corresponding job roles to ensure that they are at the same level. Understand the professional capabilities of each position through periodic review and update of job positions. This unified standardization will help employees fully understand the integration between their core competencies and work roles. At the same time, it is helpful for employees to develop their own skills in focusing on cultivating personal criticism [8].

Support career development: the organization will select outstanding employees every quarter based on core competencies to provide them with opportunities for career promotion and growth. At the same time, the company will lay out clear work goals with clear career planning paths and development opportunities. Finally, superiors will provide guidance plans, job rotations or extended tasks to enable employees to proactively practice their existing abilities and explore potential traits in different environments [9].

Measure and track progress by implementing key performance indicators (KPIs) and performance metrics that are in line with core competencies and accurately represent productivity and quality of work. Monitor and assess employees' progress on a regular basis in relation to these metrics. Offer coaching and feedback to help them develop their skills and further the objectives of the company as a whole [10].

By putting these solutions into practice, businesses can create an atmosphere where workers can develop and use their core skills, which will increase output and productivity. It is essential to regularly evaluate the effectiveness of these initiatives and make the required adjustments in order to guarantee their success and growth going forward.

5. Conclusion

The findings of this study demonstrate the important impact that employees' core competencies have on productivity and organizational outcomes. It has been determined that elements like transformational leadership, person-organization fit, and high-performance work systems are crucial in developing workers' core competencies and improving productivity. The organization can improve the core competitiveness of employees through systematic training and assessment of the company's projects, and ultimately improve work efficiency and complete work targets. Organizations can create suitable training programs and assessment standards for company projects to promote employees to use their core competencies to improve work efficiency and finally achieve work targets. Creating a supportive work environment that encourages collaboration and knowledge sharing is another effective strategy for developing employees' core competencies and increasing productivity. Another effective management strategy is to create a stimulating work environment that supports collaboration and knowledge sharing, which helps employees develop their core competencies and achieve efficient work completion. People are more inclined to share their knowledge and cooperate to achieve objectives when they feel appreciated and supported by the company. Furthermore, aligning individual competencies with organizational goals is crucial. Employers are responsible for ensuring

that employees have the skills and knowledge necessary to effectively contribute to the company's objectives. By utilizing employees' core competencies to the fullest, this alignment increases work efficiency. Further investigation into other variables and processes that impact the connection between workers' core competencies and productivity at work is crucial. This will provide more specific guidance for organizational practices and help organizations optimize their strategies for developing and leveraging core competencies to drive productivity and gain relative competitive advantage. All in all,

In order for organizations to achieve optimal productivity and long-term goals, it is essential that managers master the core competencies of their employees, and that employees learn to fully utilize their unique core competencies. Organizations can improve work efficiency, boost employee satisfaction, and ultimately drive organizational performance by putting a priority on the development of core competencies, fostering a supportive work environment, and matching competencies with organizational goals.

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