

ESSENTIAL COMPETENCIES FOR GEN Z REMOTE WORKERS - RESEARCH RESULTS

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The goal is to identify the most important values in the life of representatives of Generation Z after their experience of remote work in an uncertain time of COVID-19 pandemic and critical competencies essentials at home-office.

RQ1. Which of the analyzed values are the most important for Generation Z, and which are relatively less critical?

RQ2. Which employee competencies are the most important and relatively less necessary in remote work in the opinion of the Z Generation?

RQ3. Which of the analyzed values and competencies are consistent and interrelated?



Methods:

- survey questionnaire using the CAWI method,
- 310 respondents who represent Generation Z, are professionally active and worked remotely during the pandemic,
- frequency and percentage statistics and descriptive parametric,
- principal component analysis (PCA) and variable correlation analysis.

Theoretical background: The primary and executive competencies needed in stationary work are insufficient to effectively provide remote work (Sawatzky, R., Sawatzky, N.J., 2019). Additional competencies are necessary to enable effective work performed remotely (Wang, and Haggerty, 2009).

Descriptive statistics of the importance of values and life priorities - ranking of importance

Place in the ranking	Values/life priorities	Mean	Standard deviation	Median
1.	Family	4.66	0.68	5.00
2.	Happiness	4.62	0.69	5.00
3.	Health	4.55	0.70	5.00
4.	Freedom	4.52	0.71	5.00
5.	Friends	4.47	0.75	5.00
6.	Free time	4.35	0.74	4.00
7.	Development	4.26	0.75	4.00
8.	Responsibility	4.25	0.78	4.00
9.	Commitment	4.20	0.78	4.00
10.	Relationships with other people	4.20	0.89	4.00
11.	Tolerance	4.19	0.91	4.00
12.	Persistence	4.10	0.85	4.00
13.	Empathy	4.08	0.93	4.00
14.	Work-life balance	4.04	0.91	4.00
15.	Cooperation	3.94	0.85	4.00
16.	Care for the environment	3.65	1.01	4.00
17.	Compassion	3.59	0.98	4.00
18.	Work	3.43	0.87	3.00
19.	Spirituality	2.57	1.34	2.00
20.	Religion	2.30	1.28	2.00

Source: own work based on conducted research.

Descriptive statistics of the importance of competencies and other conditions predestining an employee to work remotely - ranking of importance

Place in the ranking	Competences / conditions	Mean	Standard deviation	Median
1.	Ability to use remote technologies	4.27	1.08	5.00
2.	The ability to manage your own time	4.25	1.05	5.00
3.	Independent problem solving	4.03	1.12	4.00
4.	Self-motivation and commitment	3.88	1.18	4.00
5.	Willingness to learn	3.86	1.16	4.00
6.	Openness to changes	3.86	1.11	4.00
7.	Family situation	3.81	1.18	4.00
8.	Living conditions	3.77	1.23	4.00
9.	Action-oriented	3.65	1.12	4.00
10.	Not postponing tasks for later	3.64	1.23	4.00
11.	Results orientation	3.61	1.09	4.00
12.	Coping with stress	3.56	1.12	4.00
13.	Work ethic	3.35	1.20	3.00
14.	Assertiveness	3.35	1.10	3.00
15.	Experience	3.31	1.19	3.00
16.	Relationships with colleagues	3.04	1.22	3.00
17.	Identification with the company	2.79	1.32	3.00

Source: own work based on conducted research.

Answers:

RQ1. The most important values: family, happiness, health, freedom, and friends, and slightly less important: free time and the related work-life balance, development, responsibility, commitment, relations, tolerance, perseverance, and empathy.

RQ2. The most important competencies: the ability to use remote technologies and manage their own time, independent problem solving, self-motivation and commitment.

RQ3. The relationships between the components of the competencies are strong, the strength of the correlation of the components of the values is at a moderate level.