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Assessment of Transport Specialists' Competencies in Transport/Logistics Companies

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Abstract

Constantly changing and globalized labour market is a new challenges for transport/logistics companies. Human resources become particularly important in organizations' competitive battle. Employees' knowledge and company's policies encompass essential resources of a company (skills, capabilities, employee potential). These essential resources are major advantages in a competitive battle. Therefore, employee's skills and competencies are one of the most important factors ensuring company's success in labour market. The research conducted in Lithuania and Poland enabled to identify strategic competencies of transport specialists.

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1. Introduction

According to [1], transport is one of the key branches of Economics, thus this particular share of the market requires professionals understanding the principles of the free market, theory of modern Economics, business practices, as well as being able to cooperate and communicate with domestic and international partners.

In order to achieve these goals, it is necessary to improve one's professional competencies, accept the principles of life-long learning. The question arises – what kind of competencies should be developed by the specialists of transport management to remain competitive in changing labour market? Human resources in transport sector are scarcely analysed, thus a thorough research on the competencies of these specialists is of high importance. It is relevant to determine and educate strategic competencies of transport management specialists.

The Research Object – competencies of transport management specialists.

The Aim of the Research – assess attitudes of executives of Lithuanian and Polish transport/logistics companies to strategic competencies of transport management specialists. Based on this research, it is possible to distinguish the most relevant competencies, skills and capabilities of transport management specialists and define prerequisites for improvement of general competencies.

To achieve this aim, the following objectives are set:

1. To conduct analysis on theoretical aspects of transport management specialists' general competencies;
2. To assess attitudes of executives of Lithuanian and Polish transport/logistics companies to strategic competencies, skills and capabilities of transport management specialists.
3. To distinguish the most important and relevant competencies and capabilities of transport management specialists.

Research methods:

1. Analysis on scientific literature and documents;
2. Interview Questionnaire.

2. Employee competence – company's competitive advantage

Globalization, technical and technological development, the aim of organizations to establish their positions in market economy poses new challenges. Companies are in constant competitive battle. Employees, i.e. human resources, become the most important and active part of the system in constantly changing environment [2]. Išoraitė claims that human resources are hardly attainable competitive elements – the greatest assets and sources of the competitive advantage [3]. Therefore, human resources become even more relevant in modern organizations. According to Juščius and Adaškevičiūtė, human resources have a significant impact on companies' activities, its operational efficiency, quality of manufactured goods and competitiveness [4]. As [5] claims, the successful activity of employees in globalized organizations depend on the ability to adapt to changing environment, where competence and its development potential become a key factor. Operational efficiency, innovations of production process and quality, business success depend on employee qualification and competence. Researchers [6, 7] investigated the impact of employee competences on companies' competitiveness. Modern business world is rapidly changing, thus it is necessary to focus on the requirements applicable to specialist competencies. It is important to determine and educate strategic competencies. Currently companies face global challenges. Diversity in the labour force is developing rapidly thus causing organizations to rethink human resource strategies and react to changes [8]. Modern world of logistics business is rapidly changing and providing new challenges for companies, thus it is important to draw attention not only to employee competence, but also to forecast which of these competencies will be in hand in the future [9].

3. Analysis on theoretical aspects of transport management specialists' general competencies

The concept of competence is examined and analysed by scientists [5, 10–17] and others. According to Laužackas, competence is a demonstration of efficient performance, ability to conduct assigned tasks in real and simulated work situation [11]. Researchers [18] claim, that competence is an expression of human qualifications and

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