

How can we survive without key job competencies in Hong Kong?

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Abstract

HOW CAN WE SURVIVE WITHOUT KEY JOB COMPETENCIES IN HONG KONG ?
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Background :-At present, the primary industry employs less than 1% of the total population in Hong Kong. In the 1970s, the development of light industries was very fast and manufacturing industries employed 47.7% of the total working population. However, Hong Kong lacked raw materials, power resources and land for industrial development so since 1980s, over 90% of the Hong Kong factories have relocated to Mainland China to save costs and Hong Kong's economy has transformed from the manufacturing sector to the tertiary sector. Everything in the society has to transform accordingly in order to adapt to the new challenges of economic globalization, modernisation and the close interconnection with Mainland China. The changes in the secondary and tertiary education system, curricula, examination system and format, employment structure, infrastructure, communication, transportation and logistic services are ever ongoing.

Objectives:-The researcher adopted qualitative research method and interviewed 100 Hong Kong graduates who graduated two to three years ago from universities in order to find out the key job competencies required in Hong Kong.

Summary of results :-Most graduates prefer to find jobs in the commercial sector as it is the easiest and most essential way to survive in Hong Kong. From the research findings, the key skills for job competencies and life in Hong Kong to be acquired from schools and universities as perceived by the interviewees are professional skills, information technology skills including typing English letters and Chinese characters, language skills such as English, Cantonese and Putonghua, numerical skills, interpersonal skills, cooperative skills, communication skills, presentation skills, analytical skills, environmental protection skills, creative skills, dressing skills, make-up skills, cultural awareness, positive attitude, sense of responsibility, in-service training and life-long learning.

Conclusions and recommendations :- The research findings provide the right competencies for the job market in Hong Kong. The 5 most essential skills in descending order for job competencies and life to be acquired from schools and universities from the interviewees' perspectives are professional skills, communication skills, language skills, information technology skills and life-long learning. Graduates learn most of the professional skills from the universities and 80% of the key job competencies belong to this category. However, in order to improve the professional skills, professors should decrease the percentage of teaching

theories from 80% to 50% and increase the percentage of doing projects and practical exercises from 20% to 50% so that graduates can have more confidence in their jobs. Moreover, Liberal Studies, which is a new subject in the New Senior Secondary Curriculum in Hong Kong, is strongly recommended for training analytical power and logical deduction. It can also encourage awareness of current news. In addition, universities should provide some courses on training interviewing skills and dressing skills so graduates can obtain their ideal jobs more easily. At last, if graduates want to be promoted faster than their colleagues, they can attend more in-service training courses but their companies should provide them both time and money to attend these courses. Furthermore, management courses are more essential than the other courses for their promotion.