

Self-assessment of employees' competences and training needs for Industry 5.0 and Society 5.0

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Abstract

The main objective of the study, identified with the main research problem, was to identify the self-assessment of employees' competences and training needs for Industry 5.0 and Society 5.0. In order to solve the research problem and verify the hypotheses, quantitative empirical research was conducted, based on a questionnaire survey, on a research sample of 398 employees, including management staff. The respondents were selected purposefully. The research used the method of analysis and criticism of literature, the diagnostic survey method and statistical methods. The level of competence of employees of enterprises and schools, including teachers, in the field of Industry 5.0 and Society 5.0 is not high. Thus, the hypothesis that company employees do not yet have the necessary competences for Industry 5.0 and Society 5.0 in the context of contemporary civilisational challenges was confirmed. The Mann-Whitney test allowed us to reject the hypothesis that men have higher competences than women for the needs of Industry 5.0 and Society 5.0. Men and women have statistically non-differing assessments of development needs in this area. However, it was found that the surveyed managers rate their competences in this area higher than those who do not hold managerial positions, and also indicate higher

development needs. Similarly, younger people declare higher competences for the needs of Industry 5.0 and Society 5.0 than older people. Therefore, a gap was diagnosed among the surveyed employees, regardless of gender, age or position, which proves that they are not yet fully prepared to work in the conditions of Industry 5.0 and Society 5.0.

Keywords: competences and training needs for Industry 5.0 and Society 5.0.