

Course aimed at developing employees' behaviours

Previously accepted attitudes and behaviours at work are no longer effective because of the fact that the workplace environment is constantly evolving along with the technology, social and demographic aspects impacting on it. Skills that enable workers to hit the ground running couple with essential behavioural attitudes are now in high demand.

Findings of an independently conducted study in 2009 commissioned by Edexcel on effective education for employment (EEE), indicated a significant disconnect between academic achievements and employer expectations in the workplace. It was found that there was a disconnect relating to skills as well as behaviours in the workplace.

"Following the findings of the EEE study it became clear that we had to develop a set of qualifications that would help bridge the gap between formal education outcomes and what was expected in the workplace," comments Jonathan McGill, Edexcel Southern Africa development manager.

Employees become more affective

The BTEC Effective Behaviours for Work (EBW) is a suite of professional qualifications designed to develop key skills and associated behaviours that will allow employees and prospective employees to contribute more effectively in the workplace.

Specific behaviours are becoming increasingly necessary to work effectively as a member of a team, to adapt to changing circumstances, to manage stress, and to form constructive relationships. By assessing and developing these key behaviours EBW helps employees become more effective in their roles, as well as benefiting employers by enabling them to get the most out of their employees through increased efficiency and productivity.

The BTEC EBW qualification provides the opportunity to develop the essential skills, attitudes and behaviours required to reach their full potential. EBW graduates gain an edge that differentiates them from the pack by displaying these key behaviours required by employers. It will increase their employability and help build a solid foundation for success in today's competitive environment.

Healthier work relationships

The BTEC EBW means improved employee efficiency, productivity and positivity. Employees are more engaged and encouraged when they see the results of the application of these skills and behaviours, creating self-motivating employees who build healthier work relationships. EBW gives employers an indication of an employee's development needs, and also helps to develop those who are earmarked for promotion or a new role.

"The BTEC EBW suite of qualifications can be tailor-made to fit a company's specific requirements and is designed to address the needs of South Africa's workforce thereby strengthening our country's skills pool adds McGill.

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