

## *The role of specialized competencies in achieving economic take-off in Algerian institutions*

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### **Abstract:**

This paper aims primarily to clarify the role of specialized competencies, as an important mechanism for achieving economic take-off in university institutions, as well as through the transition from classical to knowledge economy, as well as by strengthening individuals' own capabilities and searching for their potential through the revitalization of human development processes.

Key words: the word for competencies, specialized competencies, economic take-off, university institutions

Jel Classification Codes: XNN; XNN...

الملخص:

تهدف هذه الورقة بالدرجة الأولى إلى توضيح دور الكفاءات التخصصية، كآلية مهمة لتحقيق الاقلاع الاقتصادي في المؤسسات الجامعية، كذلك من خلال التحول من الاقتصاد الكلاسيكي إلى اقتصاد المعرفة، وأيضاً عبر تدعيم القدرات الذاتية للأفراد والبحث عن طاقاتهم الكامنة من خلال تنشيط عمليات التنمية البشرية.

الكلمات المفتاحية: الكلمة لكفاءات، الكفاءات التخصصية، الاقلاع الاقتصادي المؤسسات الجامعية...

تصنيف JEL: A1، L6

## 1. Introduction:

The strong correlation between economic growth and specialized competencies; According to Dr. Rasat each of the Denison, Schultz, Becker. In their explanation of the factors of economic growth in the United States, and about the role that education plays as a key factor for growth. It changed the perception of education from being a consumer to one important factors to invest in the idea of education as an investment is because education gains individuals new and diverse knowledge and skills, which In turn, it helps to increase its productive capacity and thus its ability to generate income and contribute to economic growth.

This has led many countries of the world to take an interest in education by expanding it, structuring and organizing it across its various stages.

Higher education, as the last stage of the educational system, provides the job market with specialized competencies.

The component is highly configured and specialized in various fields, qualified and able to adapt to local and global technological and economic transformations that achieve the desired economic growth.

It therefore had to keep pace with these changes and meet all challenges in order to achieve sustainable development.

Of the above, we have the following problems:

How important is the role-played by specialized competencies in achieving economic take-off in Algerian institutions?

## 2-Specialized competencies:

Specialized competencies describe the knowledge, skills and/or capabilities required to perform specific functions, duties and functional responsibilities

### 2-1 The specialized competency framework:

The specialized competency framework constitutes a stockpile of knowledge, skills and/or Expected capabilities that contribute to

an acceptable level of performance Work, competencies have been explained through technical terminology and using Indicators to help identify competencies as they appear Individually, the objective of the framework is to identify the standard competencies of all Employees at the government level in the Algeria With a view to achieving strategic objectives and building a culture of high productivity.

**2-2 Specialized Competency Framework Structure:**

There is a name for all specialized competencies in this framework, in addition to Technical definition and indicators for each

Career Performance Management			
The process of developing and implementing an effective performance management system to set performance standards and conduct expected of all employees of the entity.			
Basic	Average	Advanced	Expert
<ul style="list-style-type: none"><li>• Awareness of principles and practices Career performance management.</li><li>• Demonstrate appropriate knowledge Career Performance Management System On the side.</li></ul>	<ul style="list-style-type: none"><li>Show advanced knowledge Career Performance Management System Private entity.</li><li>• Explain how a process contributes Performance planning in achieving The objectives of the entity.</li></ul>	<ul style="list-style-type: none"><li>• Advisory support Application of Performance Management System The entity's careers successfully.</li><li>• Ensure that an evaluation process is implemented Functional performance within the framework time-bound.</li></ul>	<ul style="list-style-type: none"><li>Developing strategies for identifying Effectiveness of the evaluation system Special functionality On the side.</li></ul>

- a. Basic: Requires a basic understanding of business systems and processes and includes responsibility Implement and achieve results through the performance of tasks and not through others.

- b. Average: This level requires a moderate understanding of business performance processes and indicators Including responsibility for monitoring the strategy's implementation, including Efficiency is a limited or indirect liability to colleagues and/or the need for Adopt broader methodologies.
- c. Advanced: This level requires a great understanding of the institutional environment and plans Operational and current strategic direction as well as significant ability to Analyze and advise on options for work. These include Efficiency Responsibility Supervision of Colleagues as well as Responsibility for their work; Decisions at this level have a broader impact.
- d. Expert: This level requires a broad knowledge depth to develop the strategic vision To provide the relevant opinion on the general orientation of the entity and includes This level is responsible for the areas of work and for the work of colleagues Decisions are also strategically influential.

### **2-3 Efficiency indicators:**

These indicators provide information and details on specific technical aspects Efficiency at each level so that examples of how to measure efficiency are available technical indicators at each level of efficiency are considered ". Indicative, i.e., there are other possible examples of technical aspects) knowledge and skills and/or capabilities (other than those mentioned, in addition, each level of Efficiency levels are cumulative, which means that technical indicators of levels The minimum will not be repeated at higher levels but applies to it.

## **2-4 Applications of specialized competencies**

### **2-4-1 Training & Development**

Direct heads and staff can benefit from the competency framework. Specialization during the phase of identifying training needs to support them in identifying knowledge, skills and/or capabilities that require development, and building on the discussion between the immediate head and the staff member, they can agree on specific specialized competencies that a staff member needs to focus on and improve it so that it reaches the skill level relevant to its function.

The immediate head must take into account training opportunities. Development that supports the employee in achieving the level of competence. The target, therefore, can be achieved through several methods, including:

- Training programs
- On-the-job training
- Guidance and guidance
- Joint ventures
- Reading

### **2-4-2 Polarization and recruitment**

- Human Resources Management and the Head-in-Charge
- Search for applicants with expertise
- Precedent and responsibilities associated with specialized competencies related to the post
- Vacancy and must prepare questions based on
- Competencies to be used during job interviews to help them to assess candidates' knowledge, skills and/or abilities so that the most suitable person for the job is selected.

### **2-4-3 Performance Management**

Direct head and staff during the performance planning phase. To discuss the objectives and competencies that a staff member must achieve and

shown by FL as well as agreed upon, will help Specialized competencies and responsibilities related to the function in drafting SMART GOALS) SMART: Specific, measurable, achievable, realistic, with a specific time frame ".

The immediate head must provide the staff member with feedback. Continuously around its performance compared to planned goals and competencies During the next phases of the performance appraisal system such as audit Progress and annual performance appraisal, any gaps identified between performance Staff and proficiency levels of specialized and behavioural competencies will indicate to areas of development and will feed the training and development cycle.

#### **2-4-4 Succession of careers**

Succession is a strategic methodology through which the entity can motivate its employees to develop their professional development as well as support continuity Work by having the right number of qualified staff Trainers are experienced and have the willingness to move horizontally or for promotion to leadership and/or sensitive positions if circumstances permit. Specialized competency framework will assist human resources departments' as well Direct heads and staff to determine which skill level The employee must show him so that he indicates his willingness to make a transfer Professional, this will fill any performance gap across training activities Appropriate development.

#### **2-4-5 Human ressources**

1. Career Performance Management
The process of developing and implementing an effective performance management system to set performance standards and conduct expected of all employees of the entity.

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Basic	Average	Advanced	Expert
<ul style="list-style-type: none"> <li>• Awareness of principles and practices</li> </ul> <p>Career performance management.</p> <ul style="list-style-type: none"> <li>• Demonstrate appropriate knowledge</li> </ul> <p>Career Performance Management System</p> <p>On the side.</p> <ul style="list-style-type: none"> <li>• Explanation of basic steps</li> </ul> <p>Performance management process functional.</p> <ul style="list-style-type: none"> <li>• Contribute to the commencement of the process</li> </ul> <p>Job Performance Evaluation</p> <p>Follow-up with units</p> <p>To ensure their commitment</p> <p>time frames for completion.</p>	<ul style="list-style-type: none"> <li>• Show advanced knowledge</li> </ul> <p>Career Performance Management System</p> <p>Private entity.</p> <ul style="list-style-type: none"> <li>• Explain how a process contributes</li> </ul> <p>Performance planning in achieving</p> <p>The objectives of the entity.</p> <ul style="list-style-type: none"> <li>• Explanation of important methods related to an evaluation process</li> </ul> <p>Performance.</p> <ul style="list-style-type: none"> <li>• Clarification of the President's immediate role / Supervisor in receiving and giving</li> </ul> <p>Feedback focused on</p> <p>Work.</p>	<ul style="list-style-type: none"> <li>• Advisory support</li> </ul> <p>Application of Performance Management System</p> <p>The entity's careers successfully.</p> <ul style="list-style-type: none"> <li>• Ensure that an evaluation process is implemented</li> </ul> <p>Functional performance within the framework</p> <p>time-bound.</p> <ul style="list-style-type: none"> <li>• Support to direct heads/ Supervisors in dealing with Hardcore Employees and in addressing their behaviours that</li> </ul> <p>Harms work.</p> <ul style="list-style-type: none"> <li>• Examination of performance evaluation results</li> </ul> <p>Career at the entity level</p> <p>For quality purposes and to identify</p>	<ul style="list-style-type: none"> <li>• Develop strategies to identify</li> </ul> <p>Effectiveness of the evaluation system</p> <p>Special functionality</p> <p>On the side.</p> <ul style="list-style-type: none"> <li>• Design and application of programs</li> </ul> <p>Thanks and appreciation.</p> <ul style="list-style-type: none"> <li>• Advice on</li> </ul> <p>Career Performance Levels</p> <p>Accepted in and around the region</p> <p>Performance management methodologies</p>

		and correcting any discrepancies.	
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## **2-5 The standing of the human resource in modern thought**

The recent trends in the management of human resources underscore the great role of the human element in the success and development of business organizations, which has made it rise to the status of the head of capital called "human capital", as it is seen as: (Bernouti, 2001,16)

- **Source of Competitive Advantage:** The number of experts and practitioners in the management fields indicates that the realization of excellence in modern institutions is not based solely on their possession of physical or technological capital and is based mainly on their potential to provide special human resource types that have the capacity to maximize the utilization of these resources and to differentiate their services and products from other competitors, The transition from the age of mechanization to the age of knowledge and information has made the human resource the most important systemic asset to help exploit the privilege, opportunities and challenges imposed by the modern environment.
- **Source of Added Value:** The added value achieved from human resources methods is a result that she has seen to create a competitive advantage for the institution, and to develop her skills about the good performance of all human resources management activities. Thus, posing the problem of the role of human resources management in creating an added value necessarily requires maximizing the return on investment in human capital. by reducing job costs by rationalizing their budget, and adjusting



the number of workers and the use of subcontracting to secure certain activities on the one hand and to value human resources management and operationalization activities to the extent that organizations achieve competitive advantages that contribute to the creation of added value on the other. This is not to forget the recent contribution of information and communication technology in About the methods of its activities that facilitated and did the application of the management of human resources, hence "GRH" support the process of creating value added.

- Strategic Action Partner: Viewing the human resource in an enterprise as a source of competitive advantage results in the growth of a modern concept called human resources management, which means incorporating the concept of strategy into the process of conducting an enterprise's human component. This concept emphasizes the need to accept the function of conducting human resources as a strategic partner in the development and implementation of the enterprise's strategy.

### **3. Defining Take-off and Landing**

To help us identify and understand the incidence of take-offs among the Asian economies, we begin by empirically defining take-off and landing using a rule of thumb in this subsection and then use it to determine exactly when these countries took off and landed. A country is said to have taken off in terms of economic growth if it has effectively applied radical changes to its available resources and has set forth on a path of sustained economic growth extending for decades (Rostow, 2013)

Rostow's stages of economic growth model is one of the major historical models of economic growth. It was published by American economist Walt Whitman Rostow in 1960. The model postulates that

economic growth occurs in five basic stages, of varying length: (Rostow, 2013)

1. The traditional society
2. The preconditions for take-off
3. The take-off
4. The drive to maturity
5. The age of high mass-consumption

Rostow's model is one of the more structuralism models of economic growth, particularly in comparison with the "backwardness" model developed by Alexander Gerschenkron, although the two models are not mutually exclusive.

Rostow argued that economic take-off must initially be led by a few individual economic sectors.

This belief echoes David Ricardo's comparative advantage thesis and criticizes Marxist revolutionaries' push for economic self-reliance in that it pushes for the "initial" development of only one or two sectors over the development of all sectors equally.

This became one of the important concepts in the theory of modernization in social evolutionism.

In addition to the five stages, he had proposed in *The Stages of Economic Growth* in 1960, Rostow discussed the sixth stage beyond high mass-consumption and called it "the search for quality" in 1971.(Rostow, Politics and the Stages of Growth)

Below is an outline of Rostow's six stages of growth:

- 1 Traditional society: Barter trading was still practiced to exchange good, here people use primitive and rudiment technology and are heavily reliant on subsistence farming.
- 2 Pre-conditions for take-off: Here urbanization starts, people revolve from subsistence farming to commercial farming and there is improvement in transport networks like roads and railways.
- 3 The take-off
  - Urbanization increases, industrialization proceeds, technological breakthroughs occur.
  - "Secondary" (goods-producing) sector expands and ratio of secondary vs. primary sectors in the economy shifts quickly towards secondary.
  - Textiles and apparel are usually the first "take-off" industry, as happened in Great Britain's classic "Industrial Revolution"
  - An Example of the Take-off phase is the Agriculture (Green) Revolution in the 1960s.

#### 4 The drive to maturity

- Diversification of the industrial base; multiple industries expand and new ones take root quickly
- Manufacturing shifts from investment-driven (capital goods) towards consumer durables and domestic consumption
- Rapid development of transportation infrastructure
- Large-scale investment in social infrastructure (schools, universities, hospitals, etc.)

#### 5 The age of mass-consumption

- the industrial base dominates the economy; the primary sector is of greatly diminished weight in the economy and society
- widespread and normative consumption of high-value consumer goods (e.g. automobiles)
- consumers typically (if not universally), have disposable income, beyond all basic needs, for additional goods

- Urban society (a movement away from rural country sides to the cities)

#### 6 Beyond consumption (The search for quality)

- age of diminishing relative marginal utility as well as an age for durable consumer goods
- large families and Americans feel as if they were born into a society that has high economic security and high consumption
- a stage where it's merely speculation on whether there is further consumer diffusion or what the new generation will bring for growth

### **3-1 Stages of development:**

The traditional society: An economy in this stage has a limited production function, which barely attains the minimum level of potential output. This does not entirely mean that the economy's production level is static. The output level can still be increased, as there was often a surplus of uncultivated land, which can be used for increasing agricultural production. Modern science and technology has yet to be introduced.

The preconditions for take-off: In the second stage of economic growth, the economy undergoes a process of change for building up of conditions for growth and take off. Rostow said that these changes in society and the economy had to be of fundamental nature in the socio-political structure and production techniques (Mishra, (2010, 127–136.)

The government, in Rostow's view, can only undertake social overhead capital creation. Government plays the driving role in the development of social overhead capital as it is rarely profitable, it has a long gestation period, and the pay-offs accrue to all economic sectors, not primarily to the investing entity; thus, the private sector is not interested in playing a major role in its development.

All these changes effectively prepare the way for "take-off" only if there is a basic change in the attitude of society towards

risk-taking, changes in the working environment, and openness to change in social and political organizations and structures. According to Rostow, the preconditions to take-off begins from an external intervention by more developed and advanced societies, which "set in motion ideas and sentiments which initiated the process by which a modern alternative to the traditional society was constructed out of the old culture." (Seligso, 12) The preconditions of take-off closely track the historic stages of the (initially) British Industrial Revolution. (allick, (2005).

The take-off also needs a group of entrepreneurs in the society who pursue innovation and accelerate the rate of growth in the economy. For such an entrepreneurial class to develop, firstly, an ethos of "delayed gratification", a preference for capital accumulation over expenditure, and high tolerance of risk must be present. Secondly, entrepreneurial groups typically develop because they cannot secure prestige and power in their society via marriage, via participating in well-established industries, or through government or military service (among other routes to prominence) because of some disqualifying social or legal attribute; and lastly, their rapidly changing society must tolerate unorthodox paths to economic and political power.

The ability of a country to make it through this stage depends on the following major factors:

- Existence of enlarged, sustained effective demand for the product of key sectors.
- Introduction of new productive technologies and techniques in these sectors.
- The society is increasing capacity to generate or earn enough capital to complete the take-off transition.
- Activities in the key sector should induce a chain of growth in other sectors of the economy that also develop rapidly.

### **3-2 3- Algeria speeds up economic take-off plan:**

Our president Tebboune emphasized the same endeavour in 2022-year message, saying that 2022 would be "a year of economic take-off in a new Algeria that depends on its own capabilities, open to cooperation with all partners, based on shared interests and mutual benefits and eager to play its part in establishing security and stability in the region". (<https://www.skynewsarabia.com/middle-east/1491057>)

In the same vein, the Office of the Algerian National Assembly (First Chamber of Parliament) said in a statement issued Sunday that "Tebboune wanted 2022 to be a year of real economic take-off".

The statement stated that such a take-off could enable the parallel economy to be eliminated "and intertwined with policy practitioners outside legitimate or behind the curtain."

#### **1-3Laws and Projects**

In the view of economists, Algeria will continue to implement the course of economic recovery in several sectors with a review of important laws, while the Government intends to reconsider the so-called "evidentiary point" of wages starting from the second six years of 2022, the criteria for calculating salaries.

In this context, business administrator and economist Isaac Khorchi explained, "the first half of 2022 will have a focus on 3 important economic sectors, namely agriculture, tourism and mines", stressing that "this year will be for planning and then economic take-off that requires a specific calendar and timing."

Established by Executive Decree No. 13-137 of 10 April 2013, the Centre's functions are to provide leadership for local actors and to ensure expertise in public administration by:

- Develop and ensure formation programmes for local actors in the field of social development, economic and environmental development and sustainable cities;

- Develop regulations for the monitoring and evaluation of public policies;
- Ensuring expertise in local governance,
- Ensuring the composition of the two components,
- Establishment of a refreshment bank, including information for local development;
- Establishing cooperative relations with formation institutions as well as Sefal centres;
- Develop and implement strategies for research, documentation and dissemination of the Centre's work;
- Composition, innovation, operation and economic and social openness.. Quadrilateral Strategy

#### **4. CONCLUSION**

Algeria has made vigorous efforts to promote the sector of higher education and scientific research, as it is instrumental in achieving specialized competencies through the system's outputs of highly efficient and effective tyres. This is also reflected in the size of structures, facilities and material, financial, human and technological resources.

National competencies remain essential to the achievement of this takeoff, as well as the availability of highly efficient institutions, good governance and community participation. The process of achieving an acceptable level of growth is organically linked to the availability of these factors combined, specifically the national competencies that have been able to succeed in achieving their economic take-off through their national competencies by providing a set of objective conditions to reflect the role of these competencies.

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