

## EMPLOYEE'S TECHNICAL SKILLS: HOW TO KEEP IT GOING

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Good attitude towards work is deemed to be the most important aspect in the life of an employee. The willingness to learn and pursue passion wholeheartedly while having good relationship with co-workers mark the finest characteristic one could possess as he engage himself to his job. However, when talking about being an employee, having technical skills is something that is also of essence. Without it, any good-hearted employee would still have troubles when dealing with his assigned tasks.

Before going to further explanations, let us first define what technical skills are. These are the expertise and competence required to perform specific digital or physical tasks (McGarry, 2020). It can be concluded that no matter what organization there is, the employees' knowledge of some technical skills will be required to fulfill day-to-day performance. If we are going to analyze it carefully, we would understand that the balance between good attitude and excellent technical skills is very essential for the better function of people at work.

Technical skills play a very significant role in the lives of employees. One example is the efficiency when it comes to work. A person who is well-trained technically in doing his job saves time doing it while maintain the quality of the outcome. Having such ability would then lead to self-confidence and makes him a valuable candidate for the employers (Dale, 2022). There is no person happier than an employee who is able to showcase his talent in accomplishing his assigned task. However, this fact raise up the question, what really contribute to the improvement of an employee's technical skills, intrinsic motivation or extrinsic motivation?

Intrinsic motivation is defined as the desire to accomplish goals and develop professionally. This means that for an employee that is driven by intrinsic motivation, enhancing his technical skills is very important for self-fulfillment. On the other hand, extrinsic motivation, in relation to work is defined as something that involves work factors such as pay and promotions (Root, 2022). Tendency is that, an employee hones and works his technical skills in order to gain higher financially. Although these two are different terms, both could be acquired from the working environment.

The institution also plays an important role in the development of technical skills. When it manages to encourage learning, execute upskilling and support personal growth, the employees would become more productive and engaged (McGarry, 2020). There are many methods of technical skills training that the institution can use. The choice of what best fits to them is something to think about as to keep them from feeling unappreciated. Setting the date of training in a much friendlier schedule would also make a great impact on them.

The encouragement coming from the institution gives a lot of motivation for them to get going to the best of their abilities. If employees felt that they are no longer appreciated by their organization, chance is that they would just work for the sake of earning. This would result to the decline of performance or worse, resignation. Demotivation is something that is undeniably contagious. Even one demotivated employee who constantly cribs about work or other undesirable factors can quickly succeed in demotivating others too (Choski, 2018).

From the statements above, it can be said that technical skills are equally important to good attitude when it comes to the performance of employees. The organization where they belong to also needs to act in order to give them the best to bring out their full potential be it through rewards or recognitions. Furthermore, intrinsic motivation is of utmost importance but without the support of the institution, it would not be sufficient to fuel the desire of the employees to aim for better results, day after day. It is also needed

to be done to keep their outstanding performance. The more it provides trainings and assistance for them, the more it keeps everything functioning properly. Giving them the chance to do things in their own ways develops so much creativity in the technical aspects of their skills. This contributes to the development of harmonious relationship not only between the institution and the employees but also between the employees themselves.

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