

# GLOBAL COMPETENCES FOR HIGHER EDUCATION GRADUATES. PRIORITIES AND OPPORTUNITIES FOR THE LABOUR MARKET

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## Abstract

Internationalization of Higher Education (HE) has direct implications on adapting the curricula and providing the skills and abilities needed by graduates on the labour market. In this regard, in recent years, universities and researchers have undertaken studies in order to identify the skills that their graduates need in order to be competitive on the labour market. Literature recognizes a range of skills and abilities that are gathered under the term of global competences and are needed by the young graduates both in the recruitment process and in their future career. Also, studies have shown that the graduates with high skills and abilities have mobility on the labor market and are able to work in a variety of cultural contexts. Thus, for universities, it is of interest to identify which are the global competences needed by their students. This paper will present an analysis of students' demand for global competences in the fields of economy and social sciences. To this end, we selected 140 students from the Bucharest University of Economic Studies - Faculty of International Business and Economics and 170 students from the National University of Political Sciences and Public Administration - Faculty of Communication and Public Relations, and we administered an online survey regarding the global competences that students believe are valuable for their future workplace and in the recruitment process.

Keywords: Global competences; Internationalization; Labour market; Curricula; Higher Education.

## 1 INTRODUCTION

Labour market has increasingly expended over national boundaries. In this new circumstance, of internationalization of markets, the demand for a large range of skills and abilities is also increasingly both in the recruitment process and at the workplace. The purpose of this article is to highlight the differences in perception for the two groups of students with different fields of study for the skills and abilities needed at the future workplace and in the recruitment process. Thus, we have chosen one group of students specialized in international economic field from the Bucharest University of Economic Studies - Faculty of International Business and Economics (BUES-IBE), and one group specialized in social sciences from the National University of Political Sciences and Public Administration - Faculty of Communication and Public Relations (NUPSPA – CPR) to investigate whether there are similarities in perception regarding the global competences needed to succeed on the labour market.

The literature review section will show the main skills and abilities gathered under the term of global competences needed in today's labour market. These skills and abilities were distributed in six different classes, including a large range of skills and abilities needed for young graduates to succeed during the recruitment process and at their future workplace. Starting from this approach, the analysis will show if there are differences in perception regarding the skills and abilities needed a) at the future workplace and b) in the recruitment process for the two different group of students coming from two universities with different specializations: economic vs. social fields. Thus, the methodology section will present the methods and statistical techniques used in this research, the research questions that will be addressed through the online survey and the hypotheses that will be tested.

The results section will show the differences but also similarities in opinion for the two groups of students regarding the global competences needed to succeed on the labour market. To achieve this, the analysis will show on the one hand the mean calculation for each variable for the two groups of students and, on the other hand, the significant differences based on *t*-test between students' perceptions in the two universities/faculties.

The conclusion will show that there are some differences in perception between the students' opinion for the international, theoretical and practical skills and abilities for both considered variables: skills and