Machine Translated by Google
ROMES - Multidisciplinary Scientific Journal of Knowledge.
ISSN: 2675-9128. Sao Paulo-SP.
Year IV, v.1, n.1, Jan/July 2024. | submission: 20/10/2024| accepted: 22/10/2024 | publication:24/10/2024

Employability and Outplacement: Tools used to access the job market work and relocation of the professional to a new job in cases of dismissal voluntary or involuntary

Employability and Outplacement: Tools Used for Labor Market Access and Professional Reemployment in Cases of Voluntary or Involuntary Dismissal

Célia Alves Dias Celiaalves2402@gmail.com Postgraduate in HR Management in the Public Sector

SUMMARY

The study of this article deals with employability and outplacement as preponderant factors for the corporate world. Currently, professionals must be constantly retrained, as the job market becomes more demanding and selective every day, thus seeking professionals with skills, knowledge and capabilities beyond what is necessary in their area of activity.

Keywords: Employability and Outplacement.

ABSTRACT

The study of this article reports on employability and “outplacement” as preponderant factors for the corporate world. Currently, the professional must be in constant recycling because everyday the job market becomes more demanding and selective looking for professionals with knowledge, abilities and capabilities beyond necessary in their expertise area.

Keyword: Employability and “Outplacement”

Introduction

Throughout history, several changes have taken place in the so-called world of work and, especially in the early 1990s, the issue of employability began to occupy a prominent place in the work context. In this way, the condition of being employable became more important than the job, and this requires that the professional has a greater capacity to learn and adapt to the new market reality. Skills and knowledge are not always enough to keep the professional employed; the increase or decrease in the employment rate is directly linked to the country's economic situation, and with this comes the dreaded process of dismissal. Currently, one of the tools that has been used by companies is outplacement, a professional solution designed with the objective of conducting dismissal processes in companies with dignity and respect. The practice of this tool is good for the

This is an Open Access article distributed under the terms of the CreativeCommons Attribution License, which permits unrestricted use, distribution, and reproduction in any medium, provided the original work is properly cited.

Machine Translated by Google

health, both of the company and of the dismissed professional. The article deals with employability and outplacement as preponderant tools for the corporate world, the objective is to briefly show how the professional should remain employed in the highly competitive market, and how to seek new professional replacement in cases of voluntary or involuntary dismissal.

Employability

Employability is the term given to a professional's ability to adapt to the new needs and dynamics of new job markets. The term employability was coined by José Augusto Minarelli in the late 1990s. It refers to a professional's ability to be employed, but much more than that, to the professional's ability to have a successful career.

protected from the risks inherent to the Labor Market. According to Chiavenato (1999), the Employability emerged due to the high unemployment rate. It therefore comes from the difference between the speed of technological changes, which require new knowledge and skills from the individual, and the speed of relearning. Employability requires professionals to constantly seek to improve their knowledge, which is a fundamental requirement for entering the job market.

According to Almeida (2006), who cites an article by Nancy Malschitzky, employability is related to any type of work, whether setting up one's own business or providing services as an employee of a small, medium or large company. It is necessary to be supported by strong roots that foster professional growth and transformation. The increasingly competitive job market seeks professionals with renewed skills and competencies. Currently, a professional profile based on competence and skill development is sought. This is due to the fact that the job market needs professionals who are up-to-date and aware of their reality.

The six pillars of employability

Adapting the profession to the vocation

A successful professional knows how to reconcile his/her role with his/her ability and passion for what he/she does. The first pillar is the suitability of the profession to the vocation; the person who does what he/she likes makes the work environment healthy and carries out activities with creativity and dynamism. The proximity between the work performed and the vocation is essential for the person to take the initiative to carry out daily activities with enthusiasm, disposition and a lot of energy. Many professionals, for one reason or another, are involved in activities that do not correspond to their vocation, and therefore develop poor work, becoming unproductive in the face of the routines developed. Professional dissatisfaction makes the employee unproductive and unmotivated, creating a bad environment for the team, causing conflicts with the others involved. The professional who fits outside the adequacy

This is an Open Access article distributed under the terms of the CreativeCommons Attribution License, which permits unrestricted use, distribution, and reproduction in any medium, provided the original work is properly cited.

Machine Translated by Google
RCMOS - Multidisciplinary Scientific Journal of Knowledge.
ISSN: 2675-9128. Sao Paulo-SP.

Professionals must seek new horizons, so that their career fits their vocational choice.

Skills

According to Almeida (2006), competence represents the effective knowledge of the subject while skill relates to its execution, that is, its practice. Employability relates to

The reality of each and every professional. In order to enter the job market, it is important for professionals to be aware of their true skills and abilities. Therefore, having a diploma is not enough. Employability requires: technical preparation; the ability to lead people; political skills; oral and written communication skills in at least two languages; marketing skills; sales skills and the ability to use technological resources. Professionals with diverse skills and abilities are able to work in any organizational environment, providing change and a renewed vision. In today's globalized world, the job market demands constant changes and updating of professionals, which is why the ideal is to prepare professionals to perform new functions, otherwise they will be considered outdated and worthless in the job market. An important aspect of this pillar is publicity; it is necessary to position yourself as a problem solver and be available to the market.

Suitability

Suitability implies trust between the parties and other factors such as: ethics; conduct; correctness and respect.

Physical and mental health Physical and mental health are essential because taking care of your mind and body is not just a fad. A healthy body and mind are better prepared to face the challenges of everyday life. Healthy people have good relationships and interact in a favorable manner more readily, so they will be prepared for periods of greater stress.

Financial reserve and alternative sources of income acquisition

It is not difficult for a professional to encounter adverse situations within an organization that will lead to situations of discord and thus may affect their stability or permanence. at work.

It is necessary to plan, look for alternative sources that could be a second job, carrying out sporadic work, a productive investment that will leave you more relaxed in case of any setback.

Losing a job means losing income. Reserves are a defense that will help the professional sustain himself and have a livelihood in the event of any setback.

Relationships

This is an Open Access article distributed under the terms of the CreativeCommons Attribution License, which permits unrestricted use, distribution, and reproduction in any medium, provided the original work is properly cited.

Machine Translated by Google

The last pillar and one of extraordinary importance is that all human problems can be solved by human beings, as long as you cultivate good relationships and know where people are. Those who know people acquire information and those who have information have access, so another great asset of a professional is their relationships. A careful person records their relationships, cultivates them, shows solidarity, attention and helpfulness, by doing so we will be taking good care of social capital, combating the inflation of forgetfulness, indifference, carelessness and coldness. In professional terms, it is very important to have a network, a way to stay connected to your network of relationships and keep in touch with these people.

Employability and Relationship

Today, the ability to promote harmony is an increasingly valued attribute in the business world and can decide career advancement. There is a lot of talk about employability; the increase or decrease in the employment rate is directly linked to the country's economic situation. And what is the link with dismissal? Why do people get fired? According to behavioral consultant Wilson Mileris, the main reason for this phenomenon is disharmony in the workplace. “Non-cooperation, power struggles, flattery, intrigue, exhibitionism and lack of affection are factors that put many professionals on the wrong track.” Potential dismissals are those who have difficulty acting as effective team members.
“A professional who is unable to establish productive human relationships is going against the grain. Skills such as camaraderie, respect, trust and humanization in corporate environments are increasingly fundamental to keeping professionals on the path to prosperity. “If there is cohesion and bonds of affection between the participants, the group has great power

bargaining in social relations. When there is disharmony, the group loses synergy and the ability to positively influence results. And where there is consensus, there are greater chances of increasing productivity”, states the professional. According to the consultant, the first principle that a professional must master in order to not only keep his or her job “safely” but also to advance within the company itself is to understand that a winning team is made up of great individual achievers, each one contributing with their talents, knowledge, wisdom and, above all, dedication. The specialist gives tips on how to ensure your advancement within any company: Vision of the Future; Integrity; Commitment; Dealing with diversity; Initiative; Believing in love as an investment. Mileris emphasizes the importance of recycling. “Keep your employability high. Always seek to update yourself, especially with subjects related to your position, profession or field of activity, seek to be knowledgeable about the latest developments in the field and participate in fairs, workshops and lectures, in other words, become a reference in your field, so that whenever you need it, the doors will be open to you”.

Stability and employability

The job opportunity summed up by the word employment is the sum of training, relationships and the market. If we could assign weight to each of these three aspects, the market would certainly tend to be a little more important than the other two. This

This is an Open Access article distributed under the terms of the CreativeCommons Attribution License, which permits unrestricted use, distribution, and reproduction in any medium, provided the original work is properly cited.

Machine Translated by Google
RCMOS - Multidisciplinary Scientific Journal of Knowledge.
ISSN: 2675-9128. Sao Paulo-SP.

Because the market dictates the rules for absorbing labor. When it is competitive, what counts most is the ability to perform, in addition to a good relationship combined with a broad market strategy. For employees who are working to maintain employability, in times of strong competition it is necessary to: Professional Retraining; Good relationship with their superiors; Knowledge of other languages and IT; Face Challenges and take advantage of opportunities; Focus on results; Participate in activities and Maintain and Invest in internal and external relationships. Employability and appearance

The modern professional has confirmed daily that to be considered "competent" he needs to offer, in addition to his expertise (knowledge and acting technique), a

Special care must be taken with your appearance, composure and personal style, as these factors also constitute your education. Companies are increasingly concerned with this because employees today are yet another reinforcement of the image that the company intends to convey to the market. Employees act as a business card for the company, and during customer service (in person, by phone or online), employees are observed at all times, whether in meetings such as: internal meetings; lunch; social gatherings and even during leisure or rest periods. Commitment to the meaning that keeps us employable is necessary; any slip-up can result in rework and loss of prestige. In order to cultivate a good image and presentation, professionals must be well-rounded. In addition to having great content, they must present a beautiful package, such as: Clothing; Personal hygiene; Etiquette; Posture; Image; Initiative; Not prejudging people; Having good contacts and being open to feedback. The market is increasingly competitive. To have good employability, we must analyze the following aspects: The market in which you operate; Requirements regarding training in your field of activity; Professional experience; General and specific skills; Network; Image; Self-motivation and Adaptability. Increasing employability does not only depend on good professional experience and academic qualifications, but also on an excellent strategic analysis of the market in which we wish to operate. It is necessary to analyze all the situations that directly and indirectly influence our lives so that we can direct our efforts and achieve professional success. The differentiated worker stands out already in the phase of their professional strategic planning, when they seek better market opportunities, carefully identifying and selecting all personal and market information, defining their objectives and goals so that they can remain focused on the desired success.

Professional relationship

Contrary to popular belief, it is not only the employer who chooses the employee, the unemployed worker also carefully chooses the good employer or the good boss. The unemployed worker has the right to choose the company as well, he chooses where send your resume and the companies that you admire. Always

This is an Open Access article distributed under the terms of the CreativeCommons Attribution License, which permits unrestricted use, distribution, and reproduction in any medium, provided the original work is properly cited.

Machine Translated by Google

We look for bosses who are better than we would be ourselves, we want to have strong leadership, someone who can guide us as well. Employers in general should understand this professional "courtship" that never ends; we can be reinstated in a company, return to work with the same employer, or provide services in other ways for a company with which we already have a relationship. A good relationship at work guarantees employment; today the ability to promote harmony is an increasingly valued attribute in the business world and can decide career advancement.

Outplacement

After years of dedication and even sacrifice, it is not easy to accept the reality of unemployment. The need to look for a new job is something that affects the professional. As a result, some companies have implemented the outplacement tool, a program that aims to prepare for career restructuring and professional relocation. It is undoubtedly a useful tool to support laid-off employees, in order to mitigate the negative consequences of the situation and to motivate and consolidate their ability to readapt. This business practice originated in the United States in the 1950s and 1960s. The objective was to support laid-off workers in the process of reintegrating them into other companies. Initially, this practice was developed within the companies themselves that carried out the layoffs. The objective was to reduce the social impact of the layoffs and minimize their effects on the institutional image. Gradually, other specialized companies began to emerge that provided outplacement services on an outsourcing basis. In addition to the outplacement service, these companies also provided counseling services, especially in the area of career management.

Objective of Outplacement

Outplacement is good for the health of the company and for the dismissed executive. It is a comprehensive activity that aims to increase the chances of employability of the professional, it studies career solutions taking into account the experience, the person's goals, and market trends.

The goal of Outplacement is also to provide advice to executives so that they can find alternatives and new job options. Many laid-off professionals no longer know how to prepare their own resumes or even look for jobs.

The advantages of Outplacement

Both parties benefit from outplacement. For the laid-off employee, it serves as a support tool, a space for monitoring and a method of self-knowledge that will prove useful in the search for a new job. For the employer, it is the realization of their interest and respect for the situation of their employees, this concern to support and finance, as far as possible, the transition to new roles, guaranteeing the quality of the corporate climate and

This is an Open Access article distributed under the terms of the CreativeCommons Attribution License, which permits unrestricted use, distribution, and reproduction in any medium, provided the original work is properly cited.

Machine Translated by Google

strengthens the institutional image before the internal and external public. The company that dismisses, by hiring an entity specialized in these transition processes, is giving the employee key support in all essential issues for an effective career change. From psychological support, to coaching, support in preparing for re-entry into the job market (writing cover letters, resumes and preparing for interviews), job search or, if the employee chooses this route, assistance with entrepreneurship and setting up their own business. Outplacement is aimed at all employees and all companies, whether medium or large, the focus is on them assuming social responsibility as a strategy and a healthy work environment as a priority.

The Disadvantages of Outplacement

The downside to services is that they are designed with the employer in mind, not the employee. The best consultants are those who put the employee's needs first, seeing things from their perspective, not the employer's.

3.1 The Benefits of Outplacement

When an outplacement consultancy is hired, its objective is to welcome the professional from the moment of dismissal and guide him/her on the best way to start over, making him/her rethink and reshape his/her career. Outplacement consultancy brings the following benefits: Reduction in the time for outplacement by an average of 60% of cases; Reduces stress and increases professional self-esteem; Improves the professional's image in the market; Avoids embarrassment due to lack of confidentiality (for professionals who are working); Establishes a strategic and assertive plan that can be used forever; Directs resumes with greater assertiveness; Avoids common mistakes in selection processes and interviews; The professional becomes part of Corporate RH's relationship networks with national coverage; Has a team of professionals working for his/her success; and Reduces outplacement costs by up to 50%.

Outplacement is the method in which the consulting firm works to relocate the dismissed employee to the job market, helping them to redo their resume, applying assessments to identify their performance, promoting workshops and lectures on management and the market, immersion courses in English and Spanish or offering psychological support, among other services. Professional Relocation or Outplacement is a comprehensive activity, its objective is to study together with the professional the solution for their career, taking into account what the market offers, the person's experience and goals.

FINAL CONSIDERATIONS

The object of study focused on showing the use of employability and outplacement, as access to the job market and relocation of the professional to a new job, in cases of voluntary or involuntary dismissal. Currently, ensuring survival in a

This is an Open Access article distributed under the terms of the CreativeCommons Attribution License, which permits unrestricted use, distribution, and reproduction in any medium, provided the original work is properly cited.

Machine Translated by Google

Organization is a matter of strategy, as the job market has become increasingly competitive and demanding, and professionals must have renewed skills and competencies in order to adapt to the new reality. Those who are good and adapt stay, while those who do not meet the organization's expectations automatically participate in a natural selection process, as both the professional and the company seek a solution to the problem, that is, the professional's return to the job market. As technology and the media advance, the complexity of human relationships increases. Today, the market seeks skilled, competent people who are capable of developing activities both alone and in groups, which is why employees need to maintain their employability by adapting to this new market reality. Thus, it is clear that the need to remain in a competitive market requires a lot from professionals; the demands are increasingly greater; we need to adapt to this new scenario. However, organizations have also shown themselves to be more concerned with their role in society, targeting human capital as a key factor for their businesses, investing from the entry to the exit of the same.

References

ALMEIDA, Marcus Garcia de. Business Pedagogy: Knowledge, Practices and References. Rio de Janeiro: Brasport, 2006.

CHIAVENATO, Idalberto. People management: The new role of human resources in organizations. Rio de Janeiro: Campus, 2009.

This is an Open Access article distributed under the terms of the CreativeCommons Attribution License, which permits unrestricted use, distribution, and reproduction in any medium, provided the original work is properly cited.