



THE COMPLEXITY OF THE GLOBAL LABOR MARKET

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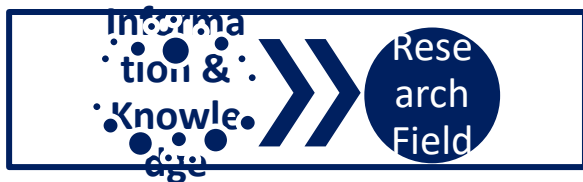
THE COMPLEXITY OF THE GLOBAL LABOR MARKET ECA USP ISCHOOL APPROACH

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Major Areas of Interest and Research



- **INFORMATION AND KNOWLEDGE MANAGEMENT**
- **DIGITAL LIBRARY**
- **INFORMATION ETHICS**
- **DIGITAL CURATION**
- **DIGITAL HUMANITIES**
- **INFORMATION, SCIENCE AND TECHNOLOGY**
- **USER STUDIES AND HUMAN INFORMATION BEHAVIOUR**
- **DATA SCIENCE AND ARTIFICIAL INTELLIGENCE**



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Objectives

The aim of this research is to lay out the **complexity of the global labor market in the field of Library and Information Science.**

Keywords

Library and Information Science; Digital Age; Global Labor Market; Technology Complexity; Knowledge Professional. iSchools

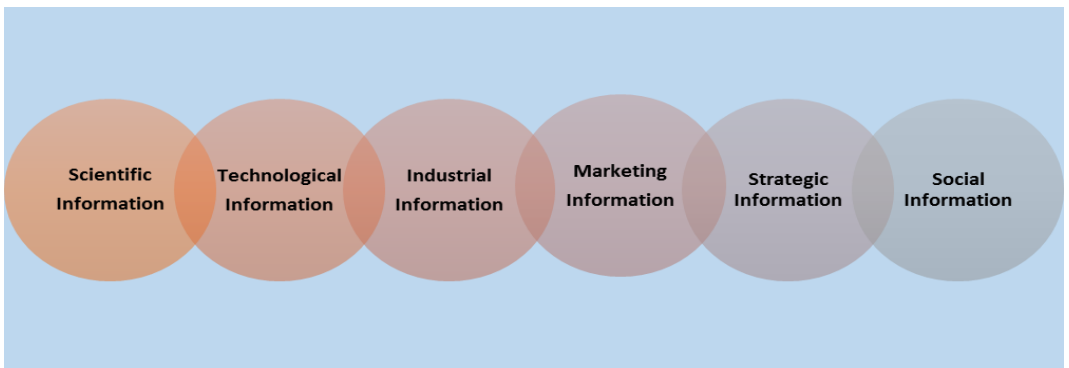
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Methodology

In this paper, we focus on strategic aspects of the new profile of knowledge organization professionals. First, we discuss the **dimensions of knowledge organization in a current globalized and competitive scenario** as an inherent characteristic in any organizational action, a vital element in the production of social reality. Secondly, we highlight the **skills of the knowledge organization professionals in the field of new technologies and knowledge distribution**. Thirdly, we approach the restructuring of the organizational environment considering the perspective of the **global labor market complexity**. Finally, we present our reflections on the **skills and competences of the knowledge organization professional with respect to the global labor market's expectations and demands in the digital age**.

Information and Knowledge Dimensions

- The **network society** new configuration constitutes the object of study and research for professionals from various fields, especially information workers, who deal with the challenges of **information management** in their dimensions: scientific, technological, industrial, marketing, strategic and more recently, social.



Education and Professional Practice in the Digital Age

- ❑ In a world without barriers to knowledge production, "**mobility**" has become a key concept for every professional and for all organizations that compete in an increasingly globalized market.
- ❑ The Information Technology development followed the course of the industrialization process. In a first stage, the required competence was eminently **technical**. In a second moment, as the industry had diversified and became sophisticated, the **scientific** qualifications have become required. In the third step, the **managerial skills** have become required.
- ❑ Most **professional's dynamics in the next decade are not clearly established**. The professions will continue diversifying and **new professions** that do not exist yet, will be in great demand.
- ❑ To educate the information professional for the twenty-first century is to balance the binomial **expert - in its technical dimension** - versus **generalist** – a multidisciplinary approach.

Education and Professional Practice in the Digital Age

- ❑ A compilation of recent studies sums up the type of expertise and skills required today in a global professional:
 - ❖ performance in multidisciplinary teams;
 - ❖ identification, formulation and solution of knowledge management problems;
 - ❖ sense of ethics and professional responsibility;
 - ❖ recognition of the need for continuous training;
 - ❖ use of modern techniques and tools to have good search practices, access, ownership and use of information;
 - ❖ information socio-environmental responsibility;
 - ❖ understanding of ICT solutions impact in a global and social context.

The Complexity of the Global Labor Market

- ❑ The ability of an organization to act on a global market depends on a competitive positioning, as the creator and developer of technology-based products and solutions.
- ❑ Knowledge organization links three processes of strategic use of information - the creation of meanings, knowledge construction and decision taking – a continuous cycle of learning and adaptation that can be named knowledge cycle.
- ❑ We need to understand and appreciate **the complexity of the contemporary world** to face the challenges of education. In addition to specific **technical skills** - indispensable in Information Science, most new or renewed professions will require the practice of many **cultural abilities**

Conclusions

- ❑ The research brings together a variety of issues discussed under the broader umbrella of professional values in knowledge organization.

- ❑ Three areas are highlighted to stimulate discussion around challenges of the complexity of the global labor market in knowledge organization in the digital era. These are:
 - ❖ The role of education and professional practice in information science

 - ❖ The complexity of the global labor market

 - ❖ The core competencies of the information professional in the area of information management

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