

Impact of Development on Professional Activity

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Abstract

In this article, we analyze some economic and social trends that influence our activity in the workplace. The development of information and economic technologies causes changes with reference to the appearance of new professions in the labor market. With the entry into the era of artificial intelligence, many jobs will be created, others will disappear, or they will undergo transformations. In order to cope with these tendencies, the person needs to have emotional, economic and social intelligence. The objective of the present paper is to highlight the need for change and the development of skills that are fundamentally essential in order to form future resources and possibilities.

Keywords: development, emotional intelligence, economic intelligence, social intelligence.

JEL Code: I22, I25, I26

1. Introduction

The difficult problems we meet in life cannot be solved at the same level of thinking, at which they were created (Albert Einstein).

Nowadays, we hear more usually the question, if is there the possibility to motivate the person, the society for changes? This is dependent on the presence of two qualities (learning ability and motivation) that have decisive importance in this process of change. At the same time, those with prospective vision are successful and negative time for those, who continue to rely on institutions with outdated vision. In order to succeed or be successful, it requires changes, growth and a

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current vision of life. Due to the fact that the technologies are developing at an accelerated rate, you cannot work in an institution from the age of 20 until retirement without continuous professional training and change of vision and action. The term development is definite as the passage through different phases towards a higher stage, evolution. The world is changing towards the global economy and it is necessary for the person's thinking to adapt to it and to develop together.

2. Trends in technological and economic development

The technological development consists of the systems engineering and engineering activities technological engineering, through which the application and transfer of the research results to the agencies is carried out economic, as well as socially, aiming at the introduction and materialization of new technologies, products, systems and services, as well as the improvement of existing ones (Manolescu, 2015).

We are present at the fact that the new technologies and the increase of the network efficiency develop possibilities of work from home, changing the traditional paradigm of the work. More and more people consider not enough earning money for existence, maintaining job security and living on pay. Accountants, web designers, freelance writers, and countless other professionals work qualitatively for both themselves and others. People work virtually anywhere: serving coffee, flying across the Pacific Ocean, or sitting in a coffee shop when we refuel, waiting for an oil change - benefits that are starting to take hold in the labor market.

Cyber networks have totally changed the way of life and activity. However, many organizations are left wondering if they will remain connected to the world that does not exist or will they learn and apply future development trends? The same question can be asked by each of us. It is important to be open to new changes and possibilities but also to be prepared for the implementation of future development trends, with the possibility of coordinating the changes and controlling their influences in order to be successful.

According to technology speed of development, 2019 is expected to be 5G. It will improve global distribution, e-commerce and customer relationships more than 10 times. The great economies of the world are crowding to take first place in the field. The focus falls on the Internet and artificial intelligence, which mobilizes the largest investment funds. Mobile applications and traditional social media

companies, such as Facebook, are losing ground and are being asked to reset on new investment platforms.

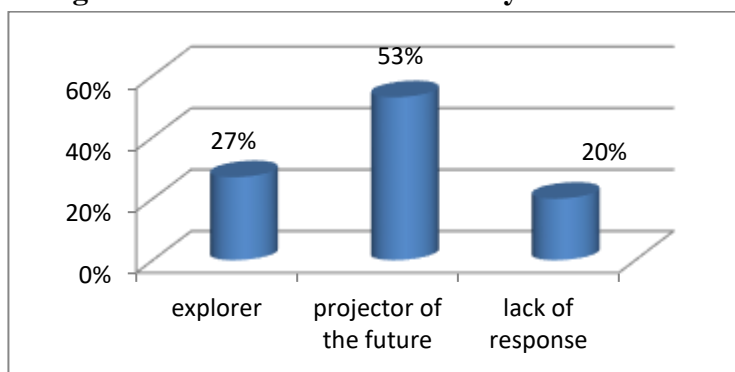
The global economy slows to 3.1% in 2019. Even more optimistic estimates remain significantly below 4%. Developed markets such as the US grow by 3.2%, the EU by 1.9% and Japan by 0.9%, but China by 3.8% and India by 6.8% (The Conference Board Global Economic Outlook, 2013-2028).

In the Republic of Moldova, even if at first glance we notice a positive and constant economic growth of about 4%, accompanied by an essential inflationary moderation and even a slight revival of the private investment activity, the recovery rates are much too low in relation to the low comparison base (it is easy to grow on a low base) and insufficient for real convergence with the countries of the region (Fiscal Monitor of 29.12. 2018), experts in the field support.

Due to technological development, universities are in a position to adapt to the accelerated pace of change in order to become prospective. In this respect, the Prospective Questionnaire of the institution was applied, in which 15 institutions participated, the results can be viewed below:

At the question what is the development plan for the next 5 years 73 % of the respondents opted for the development of the institution through anticipatory and innovative personal visions. Otherwise they didn't respond to this item. Interest presents the answers of some managers who stated that the institution's prospective development plan has as activities: the repair of the student dormitories, the sanitary blocks and only 20% of them opted for the revision of the study programs and the implementation of the new contents and teaching methodologies in order to train the prospective skills. The answers to the question “I pronounce for the role of explorer or projector of the future” are represented in the Figure 1.

Figure 1. The role of the university for the future



Source: Elaborated by the author

The results in the figure above show that universities are choosing to explore the past and the present.

That is why future development trends are opposed to traditional thinking with regard to career advancement. Holding a diploma from a prestigious educational institution with a mistaken vision that you have a ticket to a successful career, without having any idea how little is prepared for the problems of the future, and those who already have a career believe that the solution of the problems is in future education, there are no opportunities.

2. Competences and professions in the 21st century

Young people today need to acquire a new range of knowledge and skills, in an attempt to distance themselves from the traditional model of education, which supposes a narrower specialization. At the same time, "more and more students are worried about their future. They do not feel ready to work in the new technologized atmosphere"- says Microsoft representative Ryan Asdouriann (NOI.md, 2018). "The presence of skills in more than one field becomes more and more important at the same time," continues Steve Toz, editor of The Future Laboratory (NOI md, 2018). For example, claims the same source, the profession of Data Analyst in the "Internet of Things" requires knowledge and skills in fields such as engineering, problem-solving, communication and entrepreneurship.

The "Internet of Things" has become a part of everyday life. Today we know that many devices - from machines to cookers in the kitchen - have built-in electronic equipment, software and sensors, thanks to which data exchange technology. The data of the Center for Economic and Business Research speak about this. In this regard, it is obvious the need for new specialists - those who study a large volume of data generated by the technique of household, office or car devices, to understand that all this information characterizes us. The data obtained can be used to improve the "Internet of Things": for example, to search for new methods of interaction with electronic devices. The skills that these experts will need, imply the ability to recognize the models, to ask the exact questions and to tell, share them (NOI.md, 2018).

The lawyer in the sphere of robotics is another future profession that can present interest. Required fields of knowledge: communications, philosophy, ethics. Experts believe that the next decade will be the era of robots: they will begin to help the man in everything and will be able to occupy the positions of personal assistants, but also functions in support services. Then the number of vacancies will

increase in the area of "smart cars" production: it is expected that in the UK there will be about 55.8 thousand new jobs in this field. The robotics lawyer, who is an intermediary between humans, robots and artificial intelligence, will establish the moral and ethical laws, and only according to them the machines will be able to work among people.

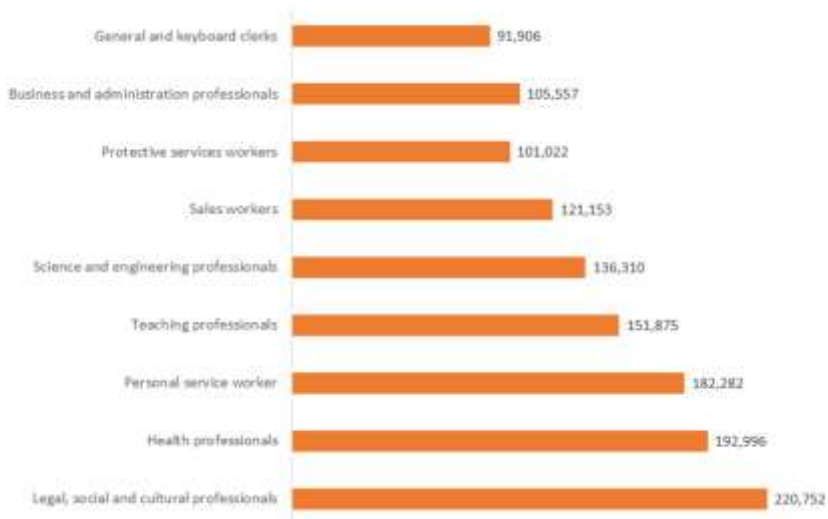
We are witnesses of transformation of the world economy in the sense of the emergence of entire branches that today can hardly be born and this will, of course, have a great impact in terms of the professions of the future and their preponderance. Every 3-5 years there will be jobs and jobs that we haven't heard yet, as we can already see if we look at 30-40 years ago when there were no positions such as raft man, lamplighter or 3-5 years ago where they have gone professions like telephone panel operator, telegraph operator, typist, lifter, etc.

As more and more fields of knowledge are reintegrated from a holistic perspective, more and more professions will appear in the border area of 2-3 broad fields. These will be by definition cross-disciplinary, making the connection between today's activities seemingly impossible to put together. Of course, we can predict that they will be at the border of medicine, engineering, computing and social sciences. For example, specialists will need to manage the interface between wearable computers and medicine, respectively social sciences, as more and more people will adopt clothes that contain various sensors permanently connected to the internet (NOI.md, 2018).

A special class of skills will be those of leadership on the one hand and entrepreneurship on the other. Both subsisted by the call for independence and autonomy, dynamism and responsibility, elements needed today and even more so in the future. Leadership itself evolves into an all centric leadership formula, deeply collaborative even more than it is today. According to the skills forecast chart made by the European Center for the Development of Vocational Education (CEDEFOP) the most wanted jobs in 2030 will be available in areas such as medical, legal, social care and education.

The appearance of new professions will not be the final point. With the appearance of the new specialties, old occupations will simply be restructured.

Educational institutions need to evaluate, migrating to a condensed, practical, interactive and adapted to the needs. Almost compulsory learning will be mediated and assisted by online expert systems and virtual reality. People will learn everywhere, it is not excluded to be destroyed the traditional teacher-student systems, towards systems based on learning in communities of interests under the guidance of a mentor, like today's online communities.

Figure 2. Top of Future Jobs

Source: <https://www.hipo.ro/>

The modern community is progressing, and the global workforce is becoming increasingly aware that what really matters is emotional, financial and social intelligence.

Emotional intelligence consists of 4 elements (Goleman, 2007):

- a better understanding of one's emotions;
- efficient management of one's emotions and a significant increase in the quality of life;
- a better understanding of those around and coexistence with a high degree of comfort;
- creating better relationships at all levels with those around them and increasing productivity and personal image.

According to Goleman (2007), emotional intelligence can influence the goals that individuals choose to pursue when they adapt to change and the emotional regulation strategies, they choose to use to manage relationships and facilitate performance. (Sava, 2018, p.19).

According to statistical research (Goleman, 2007), emotional competence is twice as important as technical or intellectual skills. The development of emotional intelligence is the understanding and management of emotions to create harmonious

relationships with others. At the same time, qualities that highlight people who succeed in life are: self-awareness, impulsivity control, perseverance, desire, self-motivation, empathy and social agility. People who master these qualities discover that their relationship with others plays an important role in success.

Today, the importance of emotional management is increasingly emphasized, in order to be successful in its achievements it is important to start fulfilling dreams, to have a plan, to do efforts and assessment the result.

Success supposes a cycle, in the beginning, it is necessary to try and achieve the dream and use it as an idea to reach the goal. Efforts will help us cope with change.

It is important to note, says Neascu, that the description of how to go through these stages should not be led to the idea that what is happening in the mind of the person was surprised in all its complexity (Neascu, 2015, p.15), because in this process there are reorganizations, sometimes even spontaneous changes.

At the same time, an important role in achieving success is the team, where each member sees the success of the other as a means of achieving their own success. The value of future development trends increases with the team joining and involvement.

Success also depends on time management. Each one has a certain time, depending on how they use it, determines the overall success and achievements in life.

Time can be spent: at work/learning, fun, hobbies, and sleep. Success depends on how much time we spend in each of the following areas: area of incompetence, competence, area of good and rest. Success is not a phenomenon that comes unexpectedly. To succeed, we must work hard and have certain qualities that are indispensable to success, such as firmness, risk, goodwill, confidence in our own strengths.

Success is an action, which at the final stage involves a reward: a high note, a prestigious service or even the admiration of those around you. But when we are not rewarded for our efforts, then we feel a deep disappointment, for some emotional people, this can turn into failure. It is possible to find that self-motivation is needed for success.

Social intelligence means, on the one hand, being aware of what motivates them and what other people feel, on the other hand using this knowledge to carefully navigate relationships (Social Intelligence, 2016).

D. Goleman suggests the organization of the elements of social intelligence in two categories: *social conscience and social comfortable (outspoken)* (Goleman, 2007, p. 102).

The social conscience covers a wide spectrum, ranging from the instantaneous notification of the other's inner state to the understanding of their feelings and thoughts or the "understanding" of complicated situations.

It includes:

- Primary empathy: feelings shared with others; notice of non-verbal emotional signals.

- Emotional resonance: listening with maximum receptivity; to interact with another person.

- Empathic precision: understanding the thoughts, feelings and intentions of another person.

- Social cognition: to know how the social world works.

Social comfortable is the simple sensing of one's feelings or the mere fact that we know what someone thinks or intends does not guarantee fruitful interactions. Social comfortable is built on social consciousness to give rise to effective and trouble-free interactions (Goleman, 2007, p. 102).

The spectrum of *social comfortable* includes:

- Synchrony: interaction without problems at a non-verbal level;

- Self-image: efficient presentation of one's own person;

- Influence: modeling the result of social interactions,

- Concern: taking into account the needs of others and acting accordingly.

The term social intelligence refers to the ability of man to perform special interactions, with adaptive character, in accordance with the demands and challenges of daily life (Goleman, 2007, p. 102).

There are mutual influences between social competence and emotional competence, depending on the relationships and social behaviors that the person develops.

The development of social intelligence contributes to a successful adaptation of a person in a social environment.

An important step to have a progress is guaranteed by financial intelligence, which does not refer to how much money you make, but how much money you keep and how well they work for you (Dolganiuc, 2019). Nowadays, the school does not yet focus on these three intellectual aspects, but the theory and the skills make us independent, a capacity that each one can develop.

Although the activities of Social and Financial Education were introduced in the activities organized at several high schools in the Republic of Moldova (Cara, 2016, p.6), these activities did not take place.

Emotional, social and economic intelligence prepare the person for the socio-economic changes generated by artificial intelligence. With the entry into the era of artificial intelligence many jobs will be created, while others will disappear, and most will undergo transformations. Therefore, the European Commission encourages the Member States to modernize their education and training systems and to support labor market transitions based on artificial intelligence.

The digital generation has become capable of performing more tasks at the same time, but this comes with costs in terms of time and performance. The data is mixed regarding the relationship between time spent in front of the TV, the use of smart phones, Facebook and academic performance. On the one hand, there are data showing that these have a negative impact on school marks, but depending on their duration and nature, they may have a good impact.

We live in a time when we must adapt "healthy"-well to the development of technology. As we cannot generally discuss the effect of nutrition on health, and in the case of using the technology we cannot make global assessments (technological development is beneficial or harmful) rather we should educate ourselves on its effective use.

The development of technologies and the appearance of new economic models determine an increased potential for ensuring the sustainability of planetary ecosystems.

Thus, work activity depends on many factors, the most important being technological progress and education. It changes not only the professions but the work itself and its content. The perception about work will change radically, from the means of survival and social validation mechanism will migrate to activity of personal achievement and impact of the world.

For this purpose, Spencer G. Niles, Joann HarriS-Bpwlsbey proposes for the employees of the 21st century to be with the current global economy they need to:

- permanently learn to do things already known, and new ways to do new things.
- develop a sense of passion and curiosity about life - forces that bring energy, innovation and new ideas to the workplace.
- develop their ability to cooperate - a skill necessary to address the complex difficulties of the 21st century.

- keep the balance between analytical thinking and creativity, which leads to valuable solutions for solving the problems that companies face.
- develop their ability to cope with changes and tolerate ambiguity.
- rapid adaptation to the demands of a constantly changing workplace.
- efficiently use technology (Niles, S.G., HarriS-Bpwwlsbey J., 2015).

3. Conclusions

The progress of information and communication technologies has led to a more visible standardization of the economy: the knowledge and wealth of previously disadvantaged countries have increased to such an extent that they rival those of the United States and other world powers. This "flattening" of access and opportunities has major effects on the character of work throughout the world, including accelerating economic globalization, the interdependence between national economies, so that what happens in one country's economy has an impact on another country's economy.

The world knows a constant change and a lot of the professions that were in great search in the past have disappeared but there are new ones that need to have prospective skills and transdisciplinary knowledge. The anticipation of new professions can be made taking into account the current trends in the market, but also the economic, social, technological, environmental changes taking place. The jobs of the future will depend on how science and technology are changing. But as the modern community progresses, the global workforce understands that what really matters are emotional, financial and social intelligence, which prepares the person for the socio-economic changes generated by artificial intelligence.

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