



Talent Management in the public service during fourth Industrial revolution.

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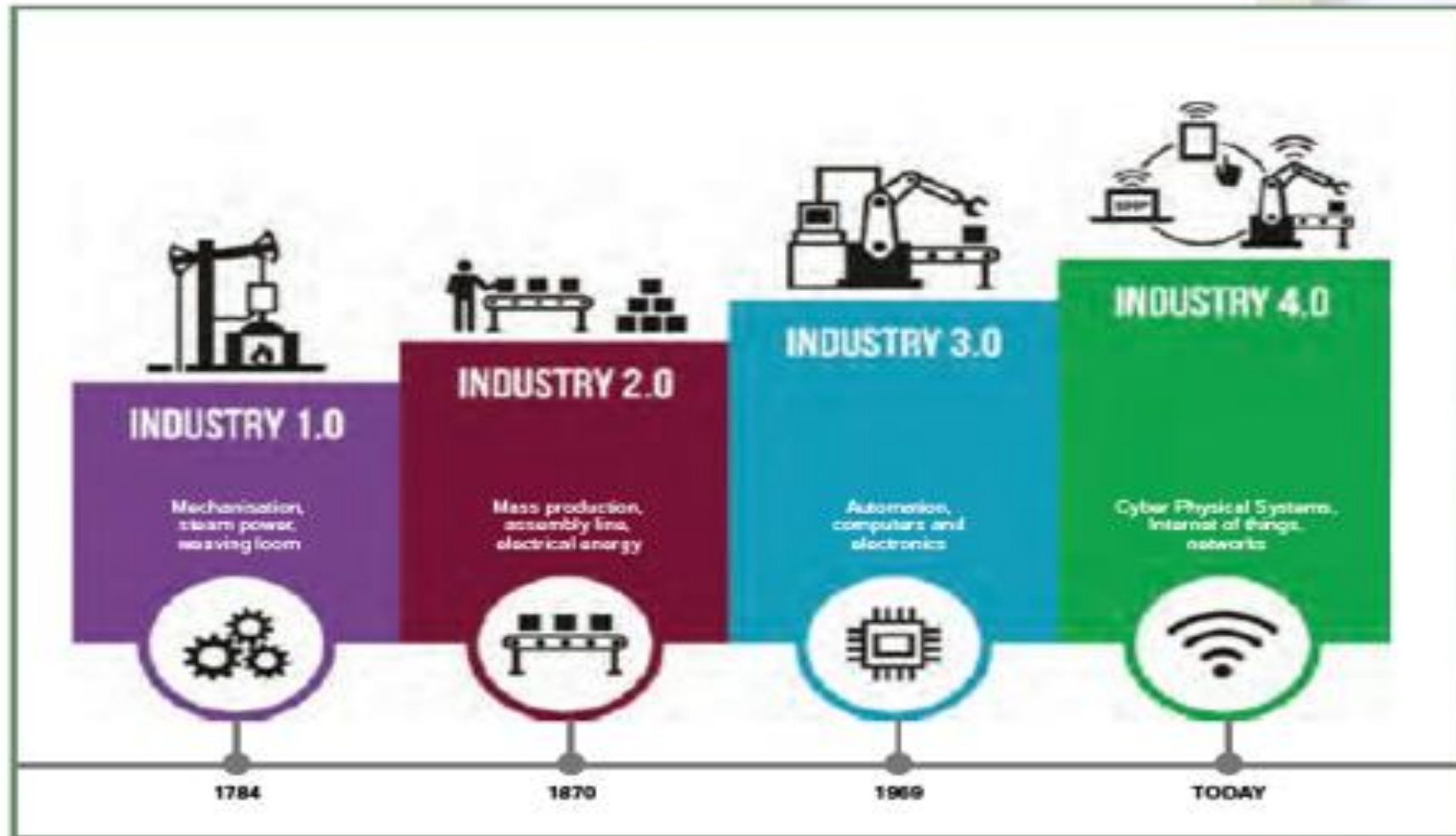
PRESENTATION OUTLINE

- INTRODUCTION
- RESEARCH QUESTIONS
- RESESEARCH DESIGN
- FINDINGS
- RECOMMENDATIONS
- CONCLUSION

INTRODUCTION

- According to World Economic Forum (2016) The Fourth Industrial Revolution is not about more than just technology-driven change but it is an opportunity to help everyone and people from all income groups and to harness technologies in order to create an inclusive human-centred future.
- Norman, Mazenda and Masiya (2022) argued that public service employees require multiple skills amongst emotional intelligence, creativity and problem solving skills in order to meet the demands of the 4IR.
- The Fourth Industrial Revolution offers prospects to its revolutionise public sector in a way that will benefit all South Africans (Marwala, 2020).

Background continue



RESEARCH QUESTIONS

- Is South African Public service ready to embrace the 4IR?
- Does the public service have capacity to execute talent management for effective service delivery in the 4IR?
- How to manage talent in the 4IR?

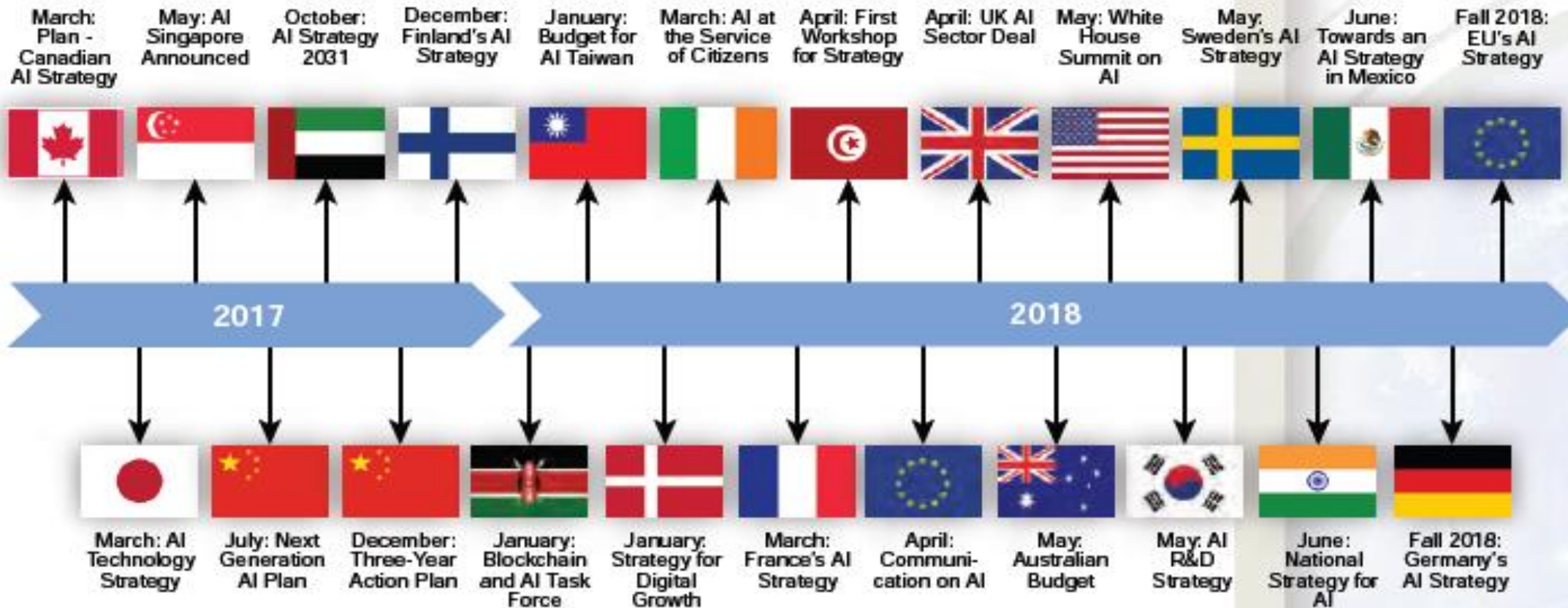
RESEARCH DESIGN

- Qualitative research methodology
- Documents review
- Case studies.
- Previous studies.
- Thematic analysis

FINDINGS

- South Africa do not have enough resources and skills capacity to implement 4IR measures.
- lifelong learning and reskilling initiatives will be key to ensuring both that individuals have access to economic opportunity by remaining competitive in the new world of work.
- The 4IR can enable accelerate delivery of services, increase access to services and improve community participation.
- Global evidence indicates that digital technology will create more jobs than if skill labour force utilize the machines to enhance productivity.

OVERVIEW OF PICTURES



OVERVIEW CONTINUE



RECOMMENDATION

- There is need to create public awareness about 4IR to influence paradigm shift.
- Its is important that organizations have in their possessions the most important needed skills.
- The public service should utilize technology to help solve service delivery challenges.
- Employees need to posses relevant skills to enhance public service delivery.

CONCLUSION

- The advent of the 4th Industrial Revolution (4IR) in South Africa brings with it many exciting opportunities, while at the same time, creates a degree of anxiety. Given the current unemployment rate, those who are still employed feel uneasy about the fate of their employment status when considering the effects that automation will have on the economy.
- In order for South Africa to survive this new revolution is strong leadership.
- This requires creating awareness of this change by government and massive investment in developing talent.

THANK YOU