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Learning dexterity: A techno psycho social construct for measuring the potential

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Abstract

Technological developments have impacted on increasingly dynamic and unpredictable business environments. It demands companies to develop dynamic capabilities and talent management become strategic. The process of identifying potential in talent management has been using learning agility. Learning agility does not accommodate the technological aspect in predicting the individual potential. This study proposes learning dexterity which accommodates technological and psycho-social aspects. The concept of learning dexterity has been empirically tested on 477 managerial resources of the

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Indonesian palm oil industry. The results concluded that learning dexterity in the second-order construct was a good construct for measuring individual potential. © 2019, Indian Journal of Public Health Research and Development. All rights reserved.

Author keywords

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