

PARA	Dr. Alfonso Padilla Vivanco Secretario Académico de la UPT
DE	Dr. José Humberto Arroyo Núñez Director de Investigación y Posgrado
ASUNTO	Conclusión de Proyecto
FECHA	28 de febrero de 2023

Por medio del presente documento le informo que el proyecto de investigación que lleva por título:

" Soft Skills Model for Employability in Mexico "

El resultado de este trabajo, ha sido publicado en una revista de alto impacto.

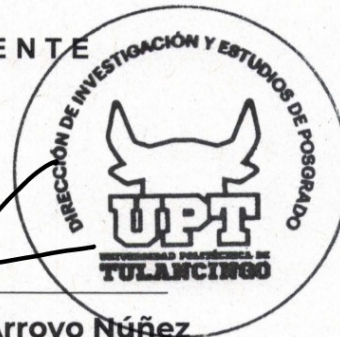
Se anexa al presente documento la evidencia de la publicación.

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<http://jonuns.com/index.php/journal/article/view/1273>

Sin más por el momento quedo a sus órdenes.


ATENTAMENTE



Dr. Jose Humberto Arroyo Núñez
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Soft Skills Model for Employability in Mexico

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Abstract: Nowadays, soft skills are known as skills of the XXI century; in Mexico, it is necessary to promote or promote soft skills to encourage productivity, employability, and improve the quality of life of people or young professionals, so it is essential to know those skills that, in addition to the basic knowledge, employers require since skills necessary to contribute to the same objectives of the companies can be determined [1]. In any organization, certain competencies acquired by employers are required, and that is where soft skills play an important and fundamental role in companies, soft skills are considered a holistic concept of competence that involves the mobilization of knowledge, attitudes, and values to meet complex demands [2]. The objective of this research was to design a model for the employability of companies in Mexico. The methodology used for this research was a quantitative approach, causal correlational scope, and non-experimental, translational, and causal correlational research design [3]. Factor analysis was used to prevent two variables from measuring the same and multiple regression to determine the influence of soft skills on employability [3] in large companies in transformation in the State of Hidalgo, Mexico. The research instrument contains 22 items with a Likert scale from totally agree to strongly disagree, with a Cronbach's alpha of .830. The results were that the soft skills that influence employability are recognition, control of emotions, creative thinking, understanding of feelings, analytical reflections, own feelings and empathy, and relating and understanding with others; it could be concluded that hard work is needed with the integration of previous soft skills with employers.

Keywords: soft skills, employability, conceptual model.

墨西哥就业能力的软技能模型

摘要: 如今, 软技能被称为二十一世纪的技能; 在墨西哥, 有必要促进或促进软技能, 以鼓励生产力、就业能力和提高人们或年轻专业人员的生活质量, 因此了解这些技能是必不可少的, 除了基本知识外, 雇主还需要这些技能, 因为可以确定为公司的同一目标做出贡献所必需的技能[1]。在任何组织中, 都需要雇主获得某些能力, 这就是软技能在公司中发挥重要和基础作用的地方, 软技能被认为是能力的整体概念, 涉及调动知识、态度和价值观以满足复杂的需求要求[2]。本研究的目的是为墨西哥公司的就业能力设计一个模型。本研究使用的方法是定量方法、因果相关范围以及非实验、转化和因果相关研究设计[3]。在墨西哥伊达尔戈州的转型中, 使用因子分析来防止两个变量测量相同, 并使用多元回归来确定软技能对

