

# Competences of Employees in Enterprises with High Absorption of Technology 4.0 - Research Results

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## Abstract

*In the above article, soft competences such as satisfaction, commitment and additional activities were taken into account. The aim of the article is to present the results obtained from the conducted empirical research on the effective use of key soft skills of employees. The methodology is the analysis of data on the basis of basic statistics and the Alpha - Cornbach test, data from personally conducted survey research. The preliminary research shows that: competency-based employee decision-making will be carried out in conjunction with cooperation, qualifications and hierarchization of positions held, with a distinction between managerial and non-managerial positions. People working in managerial positions were characterized by significantly higher commitment to work than people working in non-managerial positions. The study attempted to prove the strength of the influence of the position held on job satisfaction, and therefore on commitment to work and the relationship between commitment and satisfaction.*

**Keywords:** Technologies 4.0, HRM, employee competences