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## **Assessing Foundational Work Skills for Future Readiness: Insights from Undergraduate Students in a Disruptive Era**

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### **ABSTRACT**

This research article aimed to: 1) investigate the current status of fundamental work skills possessed by undergraduate students in the era of disruption, and 2) examine the current policies and practices implemented by universities to develop students' work skills in the disruptive era. The research instruments consisted of interviews and questionnaires concerning fundamental work skills for undergraduate students in the era of disruption. Data were analyzed using frequency, standard deviation, and descriptive summarization.

The research findings revealed that: 1) The results from interviews on the current status of fundamental work skills among undergraduate students, based on interviews with directors of general education programs, indicated that communication skills ranked highest in mean score, followed by analytical thinking and technological skills in second place, and management and adaptability skills in third place. 2) The survey results from undergraduate students regarding fundamental work skills in the disruptive era showed that the highest mean score was for interpersonal understanding skills, followed by flexible thinking and adaptability skills in second place, and the ability to adapt to diverse cultures in third place. 3) The interview results concerning university policies and implementation for developing work skills in the disruptive era revealed the following key issues: (1) In terms of policy, there is a need to provide training for instructors on essential skills and to integrate the development of fundamental work skills in the disruptive era into regular course instruction; (2) In terms of curriculum management, university instructors emphasize learning through practical, hands-on experiences, incorporating skill development into coursework through assignments, as well as promoting extracurricular skill development through student field trips and study visits.

*Keywords:* skills, basic work skills, disruptive era