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Hasan, Syed Akif and Subhani, Muhammad Imtiaz and
Osman, Ms. Amber

Iqra University Research Centre (IURC), Iqra university Main
Campus Karachi, Pakistan, IQRA UNIVERSITY

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Not all employees are Real Professionals

Muhammad Imtiaz Subhani

*Iqra University Research Centre-IURC, Iqra University, Defence View, Shaheed-e-Millat Road (Ext.)
Karachi-75500, Pakistan*

E-mail: drsubhani@yahoo.co.uk

Tel: +92(21) 111 264 264 (Ext. 2010) ; Fax: +92(21) 5894806

Syed Akif Hasan

*Iqra University, Defence View, Shaheed-e-Millat Road (Ext.)
Karachi-75500, Pakistan*

E-mail: drakifhasan@gmail.com

Tel: +92(21) 111 264 264 (Ext.1509) ; Fax: +92(21) 5894806

Amber Osman

*Iqra University Research Centre-IURC, Iqra University, Defence View, Shaheed-e-Millat Road (Ext.)
Karachi-75500, Pakistan*

E-mail: amber.osman@yahoo.com

Tel: +92(21) 111 264 264 (Ext. 2010) ; Fax: +92(21) 5894806

Abstract

Organizations can't do without professionals and giant organizations just can't live without real professionals. Leaning towards the capabilities and proficiency of real professionals, one should understand the terminology of 'professionalism' from where the journey begins. The art of being a good professional is having a blend of appropriate knowledge, skills, attitude, efforts and relationships within the organization and to the outer-sets as well which might include as one's testimonies etc. This paper marks a sheer distinction between employees and real professionals. The mark of real professionals creates organizations as learning establishments. Having a tag of just an employee is not like spark of the traits and qualities the real professionals contain in themselves to be outstanding and push the organization unanimously to prosper.

Keywords: Real Professionals, Knowledge, Skills, Efforts, Relationships, Attitude, Organization, Employees

1. Introduction

Professionalism as defined by Parsons (1939) is characterized by a psychosomatic tendency to seek social identification for good performance rather than wealth. Emanuel (1997) believes that professionalism is about taking an authoritative act in place of those individuals in susceptible situation. Great professionals are identified on their expertise and their stipulation of work and their organizations (Goldman, 1992). Assessing the real professionals is to comprehend the factual orientation of successful business operations and the balancing act of other resources as well. The real professionals are like shining stars

having the dazzling combination of knowledge, skills, Attitude, Efforts and Relationships. This is the reason that organizations complete trust and rely on good professionals as they are the ones facing the music for going the extra miles.

2. Knowledge significance for real professionals

Knowledge has way back defined by Plato as an explanation or a belief that is backed by description (Blair, 2002). The real professionals have the capability to absorb the knowledge of organizations and use the right information to create value (Leiponon, 2006). For this purpose, that knowledge is a key to success for good professionals, it has been suggested that using the appropriate knowledge by the professionals leverages firm's performance (Di Mattia & Scott, 1999).

The professionals who are good knowledge area have these six characteristics:

- 1- Responsibility of the organization
- 2- Complete understanding of the business situations at hand
- 3- Skilled at his/her domain
- 4- The exercise of judgmental behavior if required in certain circumstances
- 5- Learning and Sharing of knowledge and experiences
- 6- To continuously monitor the quality of the knowledge (Shulman, 1998).

The various studies from the extant literature justifies the sound knowledge is great professionals. They have the capacity to decipher all the pros and cons of the situation and deliver the best possible outcome with the varied knowledge about certain business unit, service/brand and the industry overall.

3. Skills significance for real professionals

The workplace requires employees with varied and good skills to accomplish the projects timely. The general skills (problem solving), which is thought to be taught at academic institutions but unfortunately there is a gap between the new entrant and the organization he/she has joined. It is commonly argued that 'skills' is a gap that threatens the productivity and competitiveness of an organization (Stasz, Ramsey, Eden Melamid, & Kaganoff, 1996, p. 2).

This statement shows that good professionals should have diverse skills to perform well and spontaneous according to their position. There are certain organizations that drive the skills of their employees via trainings and with progression of time the employees develop the skills. Certain organizations hire professionals with relevant skills experience as also seen in the resume as well, which outlines a special portion for the skill set of an individual. The skills are important for a real professional as it's an essential asset. It makes the professional achieve the productivity, innovation and revenue to stay competitive. The real professionals having the right skills achieve greater ambitions for one and their belongings (Hayward & Fernandez, 2004).

It is ascertain that the real good professional with the fine knowledge and skills has a range of competences to exercise and even follow it on to the other person through constant practice.

4. Attitude's significance for real professionals

It is one of the norms of the organization to assess and measure the attitudes of all the employees from time to time to avoid any discrepancies at work. Through this form of appraisals and evaluations employees also perform well and through continuous cycle of evaluation (training programs + employee benefits are a part of evaluation process), certain employees are marked above other employees ensuring the right attitude at workplace. It has been self-reported that real professionals have a smart personality

and disposition to attend to various work situations at workplace (Brief, Burke, George, Robinson, & Webster, 1988; Watson & Clark, 1997; (George, Siomkos, Srikumar, Rao, & Narayanan, 2001).

Also, Literature states that real professional have the quality to behave in an ethical manner, which one of the traits of attitude as it is always affected by various factors related to corporate policy and organizational climate (Murphy, 1988; Sims, 1992), as well as by various factors related to one's professional environment such as professional associations (relationships) i.e. one of key areas of real professionals (Cooper & Frank, 1997).

Real professionals provide new-entrants with a proper sense of career-growth possibilities, for instance counseling, facilitation, self- presence, protection, offering challenging tasks. These points are the right attitude to deliver in an organization to the younger lot. Organization also asserts the true professionals as they bring in advancement. In this manner, the real professionals for themselves polish their qualities while offering these operations and functions. An experienced professional learns technical and psychological support, self-satisfaction in navigating in the organizational race. The respect is also earned from colleagues (Kram & Isabella, 1985).

5. Effort's significance for real professionals

A good organization nurtures their employees by also giving them a sense of entrepreneurial skills. Real Professionals work hard enough to top this quality as well and that is why by sheer hard work and constant efforts they are appreciated by the organization and given high regard in their position than their peers. It is true that not all employees can be real professionals as they have to act in response effectively to a varying environment (Smith & Goddard, 2002). A normal employee is more of inflexible and can scamper the mainly logical and complete plan, whereas an inspired and committed professional can work mutually to overcome serious obstacles (Smith & Goddard, 2002)

The author states that a real professional is devoted and a brilliant workforce that may provide as a precious, sparse, no duplicate source that can assist firms to accomplish a suitable positioning strategy (Smith & Goddard, 2002).

Real Professionals are an example for other employees for tasks which even don't involve direct-rewards (Smith & Goddard, 2002).

6. Relationships significance for real professionals

Real professional managers protect the professional environment and its values to promote a healthy and strong corporate culture. Without good professionals, organizations can not build big establishment as these professionals at every major step are an orientation towards good relationships with peers and top-management. The real professional gives space of moral freedom for professional values to set all in place in other employees. In short, if one calls him/her self as a real professional then one should know that one of their responsibility is also to safeguard the morality of other professionals (Donaldson, 2000).

Real Professionals have wisdom to maintain a friendly yet productive community in the organization. This becomes a competency of the professional and the organization to integrate and collaborate the business units altogether. Real professionals have the emotional identification one can relate to and share the 'we-ness', which becomes a strong endorser for the other peers and sense of encouragement. (Donaldson, 2000).

In other words, real professionals is refine individual in the mental subject, the real professional proffers role of a model, counselor, authority/protector and companionship, which brings the exact star professional identity and aptitude (Kram & Isabella, 1985).

7. Conclusion

Real professionals are basically the 'bench marks' for the superlative management skills and organizations that simply is not an experimental or an systematic issue. It depends on the management

that what the individual means and what values the individual should personify. The stream of actions, self-motivation, dedication, appreciation, sense of growth makes an individual a real professional inclusive of various qualities combines as 5 Key areas that Knowledge, Skills, Attitude, Efforts and Relationships.

The real professionals have sought to have all the 'know-now' and better to call as 'jack of all-trait'. It's all gained through series of events, up and downs and constant learning attitude to strive for the best. The experience builds a real professional having the stated specialty in them.

The real professional makes the socio-economic environment a better place because of his/her positive attitude, right knowledge, innovation, moral values, economic skills and hard work.

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