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Information, communication and technological competencies in a digital working environment:

A case study in the Netherlands Defence Organization

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RESEARCH ETHICS COMMITTEE

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Abstract

This research is an attempt to obtain insight in the influence of ICT and the information society on the labour environment of the officers of the Netherlands Defence Organization and to determine the competence of those officers in a number of information, communication and technological areas associated with the changed ways of working in the information society as they are discussed in the literature. What was found is that a substantial number of officers are not fully prepared to participate in the new ways of working required in the information society. The implications of those findings for a digital learning environment for the Netherlands Defence Academy are discussed and a general model for information, communication and technological competencies for managers in the information society is proposed based on the results of the case study.

Keywords: ICT-competencies, information society, digital learning environment, learning organization, knowledge management, competency management, ICT-security awareness, change management, innovation management, e-leader.

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List of Abbreviations

Abbreviation	Dutch	English
BaMa	Bachelor Master	Bachelor Master
DLE	Digitale leeromgeving	Digital learning environment
ELO	Elektronische leeromgeving	Electronic learning environment
FMW	Faculteit der militaire wetenschappen	Faculty of Military Sciences
GOO	Gemeenschappelijke officiers opleiding	Combined officer training
HRD	Human resource development	Human resource development
ICT	Informatie en communicatie technologie	Information and communication technology
IDL	Instituut Defensie leergangen	Netherlands Defence College
KIM	Koninklijk Instituut voor de Marine	Royal Netherlands Naval College
KMA	Koninklijke Militaire Academie	Royal Military Academy
NLDA	Nederlandse defensie academie	Netherlands Defence Academy
NLDO	Nederlandse defensieorganisatie	Netherlands Defence Organization