

## The Knowledge Economy and its Impact on the Employment and the Employees' Profile

---

**Kenan Ören**

*Süleyman Demirel University, Isparta, Turkey*  
koren25@hotmail.com

**Hasan Yüksel**

*Süleyman Demirel University, Isparta, Turkey*  
hasanyuksel37@gmail.com

Throughout history, there has been a radical transformation concerning the developmental stages in the lives of human beings. The first stage that initiates with the agriculture continues with industry which is the main turning points in the sociological perspective of work and working life. The Industrial Revolution that was the sign of transformation from the manual oriented economy to the machine oriented ones also shifted the requirements of the human resource capital. The new terms about the work entered to the literature such as the time, wage, and trade unions, working conditions, factories and so forth. This event called as industrialization as different from the period of agriculture isolated the work and family life from one another. In the third period, the economic, sociological, and the political procedures resulted in the development as well as the importance of the knowledge and the knowledge economy. Today, the knowledge which is the particular indicator of knowing something and know-how is associated with the welfare and the power. Those who can produce and utilize the knowledge can compete with the others easily. Therefore, it can be stated that the knowledge is the main determinant of current age called as 'the age of information'. In a way, this inclination shaped a great many things in the society from the education to the employment strategies of the nations. Even more, the requirements of the employees altered unlike those in the industrial period. As an example, the internationalization of the human capital in terms of their qualifications, the occurrence of the knowledge workers put a different point to the employment based strategically approach. Within this framework, the main aim of the study is to analyze the changing perspectives of the employment and the employees by referencing to the information centered society.

**Keywords:** Knowledge Economy, Knowledge, Knowledge Worker.