

## Developing the Employment Competency in E-commerce from the Organizational Capability Perspective

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### **Abstract**

The rapid development of e-commerce platforms has dramatically changed the way business is operated and created new business models. It not only stimulates business environment but also impacts business school education. Industries complains about the lack of well-trained business school students. The disparity between knowledge acquired by the students at business school and skills needed by the enterprises jeopardizes the competitiveness of enterprises as well as the economic problems. To alleviate the gap between learning and applications of e-commerce at business schools, it is critical to develop employment competencies in e-commerce from the organizational capability perspective. The objective of this paper is to identify the organizational capabilities of e-commerce and develop the employment competencies of e-commerce. Employment competencies of e-commerce show the abilities of conducting e-commerce that business school students should have to better fit the needs of industry and job market. This study conducted online survey to empirically test employment competencies of e-commerce. Our findings contribute to identify the state of the art employment competencies of e-commerce and implement in the curriculum design at business schools.

**Keywords:** Employment competency, business school education, e-commerce, organizational capability