ROLE OF SOFT SKILLS IN THE INCLUSIVE DEVELOPMENT OF GENERATION

Abstract

Soft skills in other sense life skills (non-academic-skills) are those subjective traits and interpersonal skills which define an individual's ability to coordinate & communicate effectively to other people. Soft skills are utmost necessary to deal and communicate with the external world and to maintain harmony. Soft skills include effective communication, good leadership, and team play, representing problem solving capabilities, initiation skills, motivational skills, exhibiting honesty and ethical working standards. Soft skills play a dynamic role for educational and professional success, they help us outshine in the workplace and their significance cannot be shorn of in the developing information society. Communication is a significant and critical field of soft skills and is essential both in formal and informal contexts. Students chose various courses in educational institutions following their preferences and academic achievements. However, many lose out on escalation opportunities in professional careers due to a lack of adequate soft skills. In today's competitive world students without soft skills face bitter experience from the first job interview itself as recruiters prefer hiring those with superior skills. The soft skills that recruiters seek out in an applicant include positive attitudes, good listening, analysis, critical reasoning, willingness to present, group dynamics, dispute resolution, and leadership. The absence of social skills results in students graduating without developing adequate skills associated with relationship building, time management, situation handling, and problem solving, all of which comprise Soft Skills. As a result, the industry, which is the largest employer, and government institutions, are increasing their emphasis

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on selecting job applicants with superior soft skills and ready to undertake functional training at the workplace. In addition, the industry expects the schools, colleges, and universities to teach and train students and help them develop communication and presentation skills during the education phase. This research study explores how and why soft skills are now an important factor in job selection and why educational institutions must include it as part of the standard curriculum on priority to better serve the industry.

"What people get admired and appreciated for in community are their soft skills: their sense of humor and timing, their ability to listen, their courage and honesty, their capacity for empathy."

I. HISTORICAL BACKGROUND

It had been an ancient tradition to teach skills of livelihood to the upcoming generation since the human life existed. In India, the gurukuls taught the survival skills along with other learnings that were needed for a civilized being. As the time progressed, the necessity for the kind of skills changed from hunting to agricultural to industrial and now to digital. The change has been gradual and necessary. One thing that has remained constant is the skills of language and communication, working together, leading the task or reaching at a conclusion after attacking a severe problem and others. Whether it was the kings of the past or the artisans, all needed some kind of skills to survive and succeed. Leading from here, the germination of the term Soft Skills will be talked about.

II. IMPORTANCE OF SOFT SKILLS FOR STUDENTS

Today's students are going to be the employees of future employers and profitable global companies. To make students stand out and become promising entrepreneurs and profitable assets of various institutes and multinational organizations, people must realize that they need to invest in development of soft skills that are for their betterment. These abilities related to personality or behavioral traits of any individual, are a wide range of interpersonal skills that enable today's students transpire and metamorphose into good corporate resources. Therefore, if students increasingly wish to build a great rewarding career, then inculcating soft skills is going to help them differentiate from the rest by enhancing their "interpersonal skills" that make a life change.

III. ENGINEERING EDUCATION IN CURRENT SCENARIO

Engineering, in theory, and practicality as well, is very much a societal activity, with political, ethical and economic magnitudes. It is a reality that there is a universal transformation in engineering education preoccupied with industry needs. Employment in engineering deserves multiplicity of skills, including soft skills. Engineering and technology are prominent in contributing towards the economic development and global membership. The present-day society is acclaimed to be an information world, knowledge society, and network community. The globe is passing through a transformation and many firms have curved into knowledge-intensive innovation centers in which reciprocated work, networking, and transformative and ingenious learning have become key concepts for organizational expansion. In turn, engineering education is also expected to transform accordingly with regard to industry's transformations.

IV. INTERPERSONAL RELATIONSHIPS AMONG STUDENTS

A school class-room is a source of human interaction or a work place that requires a lot of common task, enjoyment and learning platform for students who come from different backgrounds. People belong to the world of social reality and the discussion and involvement between students makes learning easy and leads to cementing strong educational foundation which also promotes a healthy competition and work environment in the classroom. It is here that the students develop good inter personal relationships. The concept of social etiquette grows in the classroom and it allows students to make friends, and also to communicate with each other with compassion. Hence, Empathy attracts students and allows them to harness amicable relationships with any type of study group.

In this age of modernization, researchers, scholars especially, educators, and economists anticipate a very challenging future, and future engineers will need to advance a wide range of skills and talents in order to be successful. They will have to acclimatize to evolving technologies, learn to function in cross-cultural teams, and solve disputes and teething troubles that ascend out of the blue. Science and technology is moving at a fast pace and there is a major revamp every ten years in all major fields. As far as industries are concerned product cycle takes much less time than before, thanks to the fast and new emerging technologies that become obsolete at a still faster rate. Studies in field of nanotechnology, biotechnology, information technology will be at the fore front of engineering education in the future. Ageing population, scarcity of natural resources, energy crisis will be few of the problems that the engineers have to be prepared to face.

Interpersonal qualities or the interpersonal skills, such as the capacity to impact and develop solid relationships, are critical in modern companies. If this is the case in the work environment, institutions must be aware of the need of providing such training programs in order to empower workers who can enthusiastically become accustomed and contribute to the progression of an organization.

The situation of the contemporaneous period is well defined by one of the most popular thinkers of 20th century named Alvin Toffler. In an advanced quote, Toffler (n. d.) states, "The illiterate of the 21st century are not of the people who cannot read and write, but those people who cannot 'Learn', 'Unlearn' and 'Relearn'". This saying reminds us that while change is simple to understand, it is difficult for most individuals to accept and apply in their daily lives. Each of us must search farther, accept changes, and enthusiastically embrace newer changes because our old learning and beliefs can sometimes become an impediment to learning something entirely new for which we may not have prior or previous information. Some erudite scholars may disagree with this viewpoint. As a result, this quote must be interpreted correctly. It is not intended to imply that prior knowledge or experiences are useless and should be disregarded in pursuit of new knowledge. Instead, we must recognize that 'change is unavoidable' (as sociology and other social science disciplines describe it), and those who are unwilling to change or do not want to change themselves with the current course of time are more likely to fall behind or become extinct in frustration. As society changes, so do the competencies and abilities that a kid requires to be successful in school and in life. Reading, writing, and arithmetic skills are no longer adequate to survive in the modern era. Students in the twenty-first century must be able to read thoroughly, write effectively think and reason rationally, manage stress and time, and solve complicated problems in addition to basic skills. A successful learner must learn to handle knowledge by finding, assessing, and applying new content in order to gain a better understanding and be more flexible. Learners must be prepared with some abilities and views that will allow them to predict any future changes and plan accordingly. This action will provide them to prosper in a new world, considered by quick and constant transformation. In current scenario, there is a cry about thoughtful gap between the acquaintance of knowledge and abilities that most of the learners obtain in school and college, and those mandatory in today's domain of work environment particularly aggrandizement in the technology that is prevailing in every workplace. As a result, in order to attain its comprehensive aims, the educational system must undertake successive changes. As a result, every nation has recognized the importance of equipping its kids with 21st century skills as early as possible in its educational system. Schools and colleges must adapt to these developments and bridge the gap between technical capabilities and the recruiting agency's expectations.

Soft skills are the skills that explain successful wellbeing of any individual. It may be an amalgam of interpersonal skills, people's skills which are actually a set of skills such as communication skills, positive attitudes, lifelong learning, ability to solve problems, leadership qualities, critical thinking, social and emotional intelligence, team work, collaboration with others and many more. All these skills, in reality supplement the hard skills, the skills that are acquired through formal education or training. The Collins English Dictionary defines "soft skills" as "the ideal quality of certain forms of employment, independent of acquired knowledge: they include common sense, the ability to deal with people, and a positive and flexible attitude".

V. LANGUAGE AND COMMUNICATION

Language has become the only tool for communication for various purposes. It is not only a medium of communication but also of self-expression. Language involves a systematic, conventional, and mutually agreed upon use of sounds, signs, and symbols. The ever-increasing demand for effective English communication skills has generated a significant demand for English teachers all over the world. Millions of people nowadays desire to enhance their command of English or ensure that their children do as well. And possibilities to learn English are available in a variety of settings, including official education, travel and study abroad, as well as through the media and the Internet. The global demand for English has resulted in a huge need for quality language education as well as language teaching tools and resources. Learners establish challenging goals for themselves. They wish to be able to master English with correctness and fluency. Employers, too, want their employees to be fluent in English, and fluency in English is a requirement for success and progress in many spheres of employment in today's world. As a result, the demand for an acceptable teaching methodology is as high as it has ever been. Language not only depends on a social accord to function as a communication device, it also shapes what it makes common. Communication is well-defined as "the passing on or exchange of information, it distinguishes what is living from what is non-living in nature" (O'Grady e t al. 1996). The objective of language teaching is to cultivate what Hymes (1972) referred to as "communicative competence. Hymes came up with this phrase to contrast Chomsky's theory of competence with a communicative perspective of language. According to Chomsky, linguistic theory is primarily concerned with the perfect speaker-listener in a completely homogeneous speech community, who is unaffected by grammatically irrelevant conditions like memory impairment, distractions, shifts in attention and interest, and errors when using his knowledge of the language in real-world situations.

(Chomsky) The modernage is characterized as the Information Age", the communication Era or virtual or Networking Age. One of the buzziest words in the modern world is "communication." A message is encoded by the sender (the encoder) and sent to the receiver (the decoder) over a medium or channel. The receiver then decodes the message and, after processing the information, sends back the necessary feedback or reply. Depending on the message and the environment in which it is being sent, people can communicate with one another in a variety of different ways. Communication is impacted by the medium and tone used. Today's globalized world shapes a person's success rate through communication. Speaking, listening, observing, questioning, assessing, and evaluating are just a few of the interpersonal and intrapersonal abilities that are used in communication. Intentional or accidental communication may involve standard or non-conventional signals, language or non-linguistic forms, spoken mode, or other modes. The degree to which we can effectively

grasp and practice communication will influence how successful or competent we will be in a variety of spheres of life. It is impossible to overstate the value of effective communication in both our personal and professional lives. The most in-demand talents for employers in practically every industry are communication abilities. It is a crucial soft skill that is in great demand in the knowledge-driven industry of the twenty-first century. According to Hybels and Weaver (2001), communication is any process in which individuals share thoughts, feelings, and information with one another and includes both verbal and non-verbal cues. There is more than a lexical connection between the words common, community, and communication, according to John Dewey, one of the most influential educational theorists of the 20th century. Men live in a community because of the goods they share, and communication is how they acquire these shared possessions. Communication is not only the same as social life; it is also an interaction through which individuals or groups of individuals share knowledge, experiences, and cultures. In their definition of communication skills from 1999, Saunders and Mills state that it is "the transmission of a message that involves shared understanding between the contexts in which the communication takes place." According to Denis Mc Quail (1975), "human communication" refers to the transmission of meaningful signals between individuals.Oral, textual, visual, or olfactory messages are all possible. Additionally, he considers flags, military parades, buildings, gardens, gestures, conventions, and practices to be forms of communication. The basis for gathering and the cornerstone of a community is communication. In a nutshell, it is the fundamental human connection.

VI. CONCLUSION

Nowadays, the majority of engineering graduates work in the software business, making it one of the most popular employment paths following graduation. While a job as a software engineer may appear to be very lucrative at first glance, graduates who enter the field quickly learn that they need more than just technical expertise, hard skills, or academic proficiency to ensure that they are able to perform well in their positions. Today, getting a job isn't a task at all. All that matters is keeping a job. They require more talents to accomplish this so that they can keep the job once they have obtained it. These additional abilities are all soft skills, sometimes known as life skills. Although some soft skills, such as communication, teamwork, leadership, etc., are universal to many professions, different sectors require different soft skill components. Only through soft skills it is evident that, how fast an individual reaches the point of success. The following are some of the advantages of equipping with soft skills:

- Professional advancement
- Capability to define and build opportunities
- budding to cultivate interpersonal relationships with colleagues
- Capability to improve decent communication
- Team leader/team player ability
- problem solving
- optimism
- Assertive skills
- Persuasiveness
- Negotiation skills

Any organization's ability to make profits determines how successful it will be, and in order to accomplish so, goals must be met and fresh suggestions for expansion must be developed. Teams prove to be faster and more efficient in this endeavor than one person. This movement has encouraged teamwork and communal thought, but if teamwork is not done wisely, it can result in chaos, confusion, and a waste of time and resources (Urvashi, 2014). Boveeet. al, (2008) has opined that "Whatever the purpose and function of the team, … team members must be able to communicate effectively with each other and with people outside their team…this ability often required taking on additional responsibility for communication: sharing information with team members, listening carefully to their inputs and crafting messages that reflect the team's collective ideas and opinions"

This paper precisely defines the impact of soft skills in shaping out an individual into a complete human being. The need for such skills was developed globally, and some countries consider this to be "life," "key," and "essential" skills. It is all about the survival and sustainability in this competitive world. It also establishes the fact about coexisting in this dynamic environment. Individuals alone cannot do it, and collaboration must be valued, changed, active, and effective. The study led to the recognition of soft skills that would boost students' comprehensive growth. The paper suggests that the students' soft skills may be strengthened if Degree colleges and universities impart training courses to them that are properly presented and structured.

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