

Soft Skills Are Required For Graduate And Post Graduate Students.

Mrs. CHILKA ANITA

*Lecturer in English, Andhra Christian College,
Guntur, GUNTUR (Dt)-522001
Andhra Pradesh.
anitachilka73@gmail.com*

Abstract:

Globalization has brought not only multinational corporations to India, but also new opportunities. In today's world of fierce competition, no organization can remain small or regional. They aim at expansion to various countries. India, though multi-lingual and developing country, is throwing a challenge to most of the developed countries in industries such as IT, telecommunication, banking etc. We still have a large people who are lack in, as for as soft skills are concerned. If are bring them up to the standards then the whole picture of India will change. On a personal basis, however, these soft skills will make us competent and employable. Today, when the service industry is booming, talent is in great demand. So, one should improve one's interpersonal and intra personal skills to lead a good career. This paper discussed about the need of soft skills for the graduate and post graduate students.

Key words: *Soft Skills*

I. INTRODUCTION

Globalization has brought not only multinational corporations to India, but also new opportunities. In today's world of fierce competition, no organization can remain small or regional. They intend to expand into numerous countries. India, although being a multilingual and developing country, is challenging most developed countries in fields such as information technology, telecommunications, and finance. This is only feasible because there are so many people here who have good communication skills and other interpersonal abilities. There are still a substantial number of people who lack soft skills. If we bring them up to norms, the entire vision of India will alter. On a personal level, however, these soft talents will help us become competent and employable. Today, as the service business grows, talent is in high demand. To have a successful career, one should work on improving their interpersonal and intrapersonal skills.

NEED OF THE SOFT SKILLS:

Employers and interviewers have long complained about the absence of soft skills among graduates from numerous educational institutions, with a focus on poor communication skills and incorrect altitude. Although the pupils are almost technically competent, they are unable to communicate their emotions in front of the interviewer. Every year, several organizations, including MNCs and BPOs, conduct campus placement drives (on and off campus) in many degree and PG colleges in Andhra Pradesh. Hundreds of students attend interviews, but only a small percentage is chosen. There should be a thorough investigation into the causes for this low rate of recruiting.

The number of degree and postgraduate colleges in Andhra Pradesh has expanded significantly in recent years. The explanation could be globalization, and the government is also providing fee refund to not only SC and ST students, but also BC and EBC (economically backward). Every year, the number of outgoing students grows, but not the quality or expertise of the persons. As a result, a soft skill training is vital for all professionals. Training is a method of increasing a student's knowledge and skills. Training is a short-term instructional procedure.

Students receive technical information and abilities that will help them find a suitable profession. The increased rivalry in the recruitment process has demonstrated that soft skills' training is in high demand. Well-trained students can land any job and take on any challenge in the organization they join.

DEFINITION OF SOFT SKILLS

The term "soft skill" is always associated with the "Emotional Intelligence Quotient," which is a grouping of personality qualities, social conduct, language, communication, personal habits, friendliness, and optimism that define interpersonal connections. Hard skills, or the professional prerequisites for doing a job and many other tasks, go hand in hand with soft skills. They frequently have a correlation with sentiments, emotions, perceptions, and an inner knowing; in other words, they serve as a valuable supplement to IQ and "hard skills." Learned behaviors that require practice and application are known as soft skills. It will support dentists in developing a solid conceptual and operational framework. Students' entire growth is significantly impacted by these soft skills. They cultivate a positive personality to advance their professional opportunities. Soft skills training helps students strengthen their communication, presentation, teamwork, group discussion, time management, leadership, and other skills by providing them with a strong practical emphasis. Soft skills also assist students with career planning and visioning, résumé writing, and interacting with placement experts.

Getting high score in subject, having excellent subject knowledge is not only enough for success in profession life. Every individual should have the ability to deal and understand the feelings of others to tackle a situation where emotional complexes are involved. The ability to deal with these general issues is known as emotional intelligence or soft skills. Soft skills will have influence on students' attitude, and desires beliefs, feeling etc. They motivate the students to cultivate the habit of innovative thinking, persuasion, flexibility, comparisons and various tills et of communication etc to behave as a responsible person. They allow them to estimate their ability to tackle difficult situations.

Soft skills basically involve two parts. Interpersonal skills are one component; these are the life skills we employ on a daily basis to engage and communicate with others, both privately and publicly. Strong interpersonal skills are typically developed through practice, and those who have them tend to be more successful in both their personal and professional life. Intrapersonal skills make up the second section. It refers to a communicator's interior idea or method of using words. Visualizing intrapersonal communication as taking place in the mind of the individual within a model that has a sender, receiver, and feedback loop might be helpful.

They include:

Communication skills
Critical and structured thinking
Problem solving skills a
Creativity
Teamwork capability
Negotiating skills
Self-management
Time management
Conflict management
Cultural awareness
Common knowledge
Responsibility
Etiquette and good manners
Courtesy
Self-esteem
Sociability Integrity / Honesty
Project management
Business management Table 1: Examples of soft skills
Communication skills
Critical and structured thinking
Problem solving skills
Creativity
Teamwork capability
Negotiating skills Self-management
Time management
Conflict management
Cultural awareness
Common knowledge
Responsibility

What can lecturers do to enhance their students' soft skills?

We should some TTT programs. A first step in improving soft skills of students is to raise their awareness about the importance of soft skills and the consequences of shortcomings in this regard. Students should be encouraged to enhance their soft skills by applying some methods, e.g. reading, dedicated books, attending courses, and joining clubs or societies to broaden their horizon, make them to involve in presentations and discussions. A formal approach to the problem would be to incorporate soft skills subjects into a programme's curriculum. On lower levels a course that requires students to do a bit of research and to present their results to the class afterwards has been proven as being quite effective. On graduate level a course on management skills, including e.g. some communication skills together with the management of time, conflict, cultural issues, and of major importance, oneself, has in practice been well received by students.

However, very often the curricula are already overloaded with hard skills courses, making it almost impossible to add or substitute courses. Furthermore, other lecturers might be ignorant of the importance of soft skills and hence, do not support dedicated courses in his regard. A very elegant way of offering soft skills training to students is to embed it into the teaching of hard skills. This way, no changes to a programme's curriculum are necessary, instead the change will be reflected in the lecturers' teaching methodology. An increase in group discussions, letting students do presentations,. This approach to practicing soft skills requires some re-thinking and re-planning of existing hard skill courses.

II. CONCLUSION

Everyone needs to have equal talents beyond academic or technical knowledge, as the perceived value of soft skills in society has increased significantly over the past few decades. This is not too hard. There are various approaches to take when a deficiency in a certain soft skill is identified. Teachers have a special responsibility for soft illnesses since they influence students' development of soft skills during their time in school or college. Lecturers should actively encourage students to improve their talents in addition to raising awareness of the value of soft skills.

REFERENCES;

- [1]. Ihsen, Susanne. Gefragt, Tuftle und Rede! ZEIT Chancen, 18, 24, Germany: ZEIT Verlag, 2003.
- [2]. Krueger, Rob. Strategies for Student Engagement: A Case Study from WPI. Presentation at the Polytechnic of Namibia, 04 April 2007.
- [3]. Schwanitz, Dietrich. Bildung. Frankfurt am Main: Eichborn, 1999.
- [4]. Snow, C.P. The Two Cultures. USA: Pinguin Group Inc., 1968.
- [5]. Tracey, W.R. The Human Resources Glossary. USA: CRC Press, 2004.