



Learning Strategies of Employability Skills: A Comprehensive study

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ABSTRACT

No student generation of India needs so much of employability skills as the present one does. The ability to acquire employability skills will make a significant impact on the holistic development of a student both in his present learning and working performance in future. A student with these skills will be on the international platform to face any kind of situation.

KEYWORDS : employability skills, holistic, ability, impact, survival.etc.

Introduction

NASSCOM reported that an average engineering student is poor in solving simple Mathematical problems. The Harvard University study reveals 85% of jobs and promotions happened because of the candidate's attitude and only 15% due to the facts and figures. In spite of seeming difficulty of defining the scope of the employability skills, a comprehensive study will concretize the set of skills that can be included as follows:

EMPLOYABILITY SKILLS

Attitudinal Skills	Aptitudinal Skills
Positive Thinking	Analytical skills
Problem Solving skills	Reasoning skills
Intra personal skills	Quantitative techniques
Inter personal skills	Listening Skills
Management skills	Speaking Skills
Communication skills	Reading Skills
Leadership skills	Writing Skills
Presentational skills	Critical thinking
Team spirit	Lateral thinking
Proactiveness	Interview skills
Decision making skills	Non-verbal skills

Attitudinal skills decide one's altitude and amplitude. Analytical skills are crucial at the time of selection. Aptitudinal skills are also determinative for getting job. Now-a-days, in any corporate sector, verbal skills are mostly associated with employability skills. Without English employability skills, it is impossible to get any kind of job. The work targets to study all the skills comprehensively and state the learning strategies of employability skills among the engineering students.

The study may establish learning strategies of employability skills on global platform among the technical students.

Positive thinking

Positive thinking is a mental and emotional attitude that focuses on the bright side of life and expects positive results. A positive person makes the thing positive. He never faces any failure in his job as well as life.

It gives a kind of will power to the person to make success. It is one of the important elements for making right attitude.

Problem solving skills

Problems are at the centre of what many people do at work every day. Whether you're solving a problem for a client (internal or external). Solving a problem is really a challenging task to the professionals. It reveals one's ability in one's profession or work.

A fundamental part of every manager's role is finding ways to solve them. So, being a confident problem solver is really important to your success. Much of that confidence comes from having a good process to use when approaching a problem. The survival of the job

depends on problem solving skills. It is the most essential skill which comes under employability skills.

Interpersonal skills

Interpersonal skill is utmost important in every profession. 'A man must be a social animal' based on this, everyone ought to enhance interactive skill. Interpersonal skill depicts one's attitude. It depends on communication skills. An effective communicator possesses an effective interpersonal skill. Interpersonal skill will give you a chance to differentiate from other job applicants as well as work mates and move up the ladder. These complement your technical skills; enhance your job performance and social interactions.

Intrapersonal skills

Intrapersonal skills, including emotional intelligence, allow a person to use effective thought, processes and mental habits to get success in personal and professional relationships. Intra personal skill depends on one's conscious and sub conscious. A person should be analysed one's skills and abilities through self evaluation.

Emotional intelligence is the common name for a person's ability to understand and manage personal emotions, while also recognizing those of others. We need to evaluate ourselves in terms of our work or profession, attitude towards others, commitment etc.

Communication Skills

The ability to speak with others is called communication. An effective communicator becomes an effective professional in all aspects. Communication skill determines one's ability and skills in their work or profession. Communication skill which involves all the professional related skills. It occupies a key role in all the professions or works.

Leadership Skills

The ability to lead effectively is based on a number of key skills. These skills are highly required by employers as they involve dealing with people in such a way as to motivate, enthuse and build respect. A leader must be an all rounder in all aspects. A leader has many roles like advisor, a monitor, co-ordinator etc.

Builds relationships

Business is built on a solid foundation of relationships and trust. Without these two things, you can't have a business, or at least not a successful business. Take time every day to build relationships with the members of your team, your customers and vendors, your boss and your boss's boss, others in your industry, and your community. The stronger your relationships, the better a leader you will be.

Presentation Skills

Presentations skills and public speaking skills are very useful in many aspects of work and life. Effective presentations and public speaking skills are important in business, sales and selling, training, teaching, lecturing, and generally feeling comfortable speaking to a group of people.

Developing the confidence and capability to give good presentations, and to stand up in front of an audience and speak well, are also extremely helpful competencies for self-development and social situations.

Presentation skills and public speaking abilities are not limited to certain special people - anyone can give a good presentation, or perform public speaking to a professional and impressive standard. Like most specialism, this requires preparation and practise.

Teamwork

Teamwork is generally understood as the willingness of a group of people to work together to achieve a common aim.

But teamwork is not exclusive to teams. For example, you can see evidence of teamwork in a committee, which might not necessarily see itself as a team. In this context, teamwork might be random co-operation, effectively working together for periods of time. But not always!

Teamwork is absolutely fundamental for teams to work effectively. Only when the skills and strengths of individual team members are joined with shared goals, and a focus on collective performance, will you start to see the benefits of a team at work.

APTITUDANAL SKILLS

Analytical skill

Analytical skill is the ability to solve both complex and unsophisticated problems by taking right decisions that are given in the available information. Such skills consist of demonstration of the ability to apply logical thinking which clears complex problems into their component parts. Neither a question that analytical skills are essential, other skills are equally required. It is one of the parts of Aptitudanal skills.

Reasoning skills

People with good spatial reasoning skills like , such as artists and engineers for example, can easily visualize and mentally manipulate objects, while others, like computer analysts and scientists, are strong in logical and numerical reasoning. Verbal reasoning is the ability to understand and analyze written or spoken information. It is utmost require for jobs. It is also one of the Aptitudanal skills.

Listening skills

Listening is the ability to receive and interpret the message. Listening is key to all effective communication. Without the ability to listen effectively, messages are easily misunderstood. As a result, the message can't be reached properly.

Listening is very important in one's profession so many employers provide listening skills training for their employees. This is not surprising when you consider that good listening skills can lead to better customer's satisfaction, greater productivity with fewer mistakes, and increased sharing of information that in turn can lead to more creative and innovative work.

Many leaders and professionals grab their success with effective listening skills. Effective listening is a skill that makes all positive human relationships.

Conclusion: Employability skills insufficiently among the four walls of the classroom; hence there is a huge gap between industry and institution. Only 40% of fresh graduates considered to be 'employable'. It is not shortage of quantity but quality. Degree-driven and unskilled manpower are the reasons for the acute shortage of the employability among the students.

In ever changing world, the pedagogy of teaching employability skills in engineering colleges need to be constantly evaluated, analyzed and monitored. The possibility of attaining employment has become wining edge among technical student community. Hence, this sort of work may be considered in order to have

sustainability in the domain of humanities and social sciences.

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