



English As A Source of Employment

KEYWORDS

Globalization-The English Language-Tools for employment – Standard English

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ABSTRACT *It is to note that, English is the language which connects people from different regions, cultures and nations. By default, due to the fact that the British ruled most parts of the world a few years ago, they could conveniently sow the seeds of English language and culture in those countries. Though not intended, the British gave a common language to the world. It has helped the world in sharing any kind of information fast and clear without any translation. Though the British left their colonies a long time back, their efforts and reforms in the field of education are yielding results now. Globalization has encouraged the domestic companies to think beyond their nations. People don't mind taking challenging and fruitful overseas assignments these days. As English is spoken in most of the countries, language is no more a barrier for people who intend to settle down in other countries.*

Standard English

The language of English is one of the main resources in getting employment in the competitive examinations in the present world. The pronunciation of Indian English varies from region to region according to the influence of one's vernacular. So the questions that arise are what is the standard form of English? Is it British English? Or American English? Or Indian English, with its variety due to the strong influence of regional languages British English was considered as Standard English. But the strength of the American economy, its advancement in science and technology, its power over other countries and the emergence and popularity of e-language, American English is largely followed by the tech savvy countries as well as the countries which are dependent on technologies of these

Tool for employability

India too has contributed a good number of vocabularies to the modern English language and which have become a part of standard dictionaries. As the private sector companies are gaining ground and becoming more competitive due to changed world economy, the employees are always kept on their toes. It is like either you work hard and show your performance or perish for not taking care of your professional growth. The ability to use a language efficiently is very much required to remain employable. What is employability? It is the ability to remain employable as a result of the relevant skills one possesses. Communication skills are very much essential for one's professional growth. The ability to express fluently in both written as well as oral form of language is very much essential for the career growth.

As it is stated above, English being the most commonly used language in the corporate world; the knowledge of English is one of the most important employability skills. Knowledge of English is much sought after in the corporate world. Proper English does not mean only the ability to make grammatically correct sentences. It means other related skills for effective communication like presentation skills, convincing and negotiation skills and interpersonal skills using that language.

Employability skills

Communication means the exchange of information, ideas, feelings and thoughts. The type of communication which

is used in the corporate world is business communication. It is not mere exchange of ideas. In the world of business the communication system is considered effective, only if there is some positive transaction. If the sender of information is just able to convey the message without any fruitful deal, then the communication is not effective.

A person is considered employable only when he gets the necessary qualification, experience, interest, learning attitude and expertise in the field where he wants to seek employment. The content knowledge in the area of his choice is the primary requirement. The necessary experience, if not, the interest and the attitude to learn the job assignments are much sought after by the employers. A person has to remain employable throughout one's career. Unless one is ready to update his knowledge in the field of work according to the ongoing changes and advancements, he lags behind from others and loses his job ultimately. Effective communication includes the ability to communicate effectively in any language. Academicians and researchers are divided in their opinion on the question; is English required for successful business communication? Is it not possible to communicate effectively in regional languages and get the work done? Those who are in favour of English for effective communication would say that English is the official language in most of the companies in cities these days

The reality is that the companies consider the candidate's ability or inability to speak fluently in English as one of the major selection criterion. The mere domain knowledge won't guarantee one a good job. The situation in most of the companies has changed from a scene where all employees are isolated and would concentrate on their individual performances. 'Team work for better success' is the mantra followed by most companies. So there is no space for individual glory. Employees are expected to be interactive and communicative with others in the team and outside. As we have multi-cultural and multi-linguistic work force in the companies, English is the language which connects people by default. It is the language used for official communication; whether it is meeting within or outside, presentations, training, conferences, letters, documents, reports etc. The purpose being people are expected to read, write, speak and understand English.

Corporate expectations

As the ability to speak and write in English is considered very important by the recruiters at the time of recruitment, let us discuss the expectations of corporate world in this regard. Companies want people who can basically read and understand written words in the form of instructions, reports, letters, memos, notices and other any form of official documents. The ability to express formal communication in oral as well as in written form is equally considered important by the prospective employers. As one moves higher in the vertical direction in the organizational hierarchy, it becomes naturally necessary for an employee to be good presenter, negotiator, and convener of meetings. The mastery over English will help a person to conduct his duties efficiently. One of the important deficiencies found by the employers and recruiters in candidates for different jobs is the lack of oral as well as written communication skills.

CONCLUSION

It is important to note that many candidates don't know how to answer to the point at the time of the interview and can't phrase a simple formal letter or report. It becomes a handicap for the candidates who have good domain knowledge. Interviewers will be in dilemma when they encounter such candidates who have technical expertise, but poor communicational skills in English. Left with no other choice they may take the candidate, but will make sure that they are groomed and trained properly. Employers would be happy to interview and recruit who have both communication skills in English and job skills. It lessens their burden of giving too much orientation training at the time of induction or on the job training.

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