

Soft Skills Training, a Necessity for students future and, immediate for Job seekers

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India is one among the fastest developing countries having a lot of manpower resources but it is not being properly utilized. The young generation, including the Naga youngster, has enough qualification, and an appreciable percentage of youth are getting good job opportunities through NPSC and UPSC, thumbs up to them, but another kind of appointment is also going on simultaneously, which is called as BDA (back door appointment) in Govt. sector. It has deprived and depriving and destroying many youngsters Future. But the category of youngster which is on the average level is just having the dream of getting an employment. Being graduated and remaining idle, you are a liability to your parents, which is embarrassing in today's world. Start thinking, all of us are not meant to be a Govt. servant. If you think "I am not getting any kind of Govt. job, so am useless", then it's a foolish and childish remark. I am not making it up, I have heard it and seen those youngsters, they are still unemployed, but the rest, who were wise are working not only in Nagaland but outside of Nagaland in the metropolitan cities of India in the corporate sector.

Scarcity of job is in Nagaland only, but there is no treat of Job in all the big cities of India. For those who are graduate, and brave and confident enough to work in any of the metropolitan cities of India. However, the Employers (Manager and HR, Human Resource) prefer to hire and promote those persons who are expandable, resourceful, ethical and self directed with good Soft skills and Hard skills. Unlike in the past, in our present time even work experiences are not enough, for the access and escalation in the corporate world. In spite of such great significance of soft skills many institutions (schools and colleges) are reluctant to include soft skills in their curriculum. The issue of employability of graduates has become very serious and critical. Every year in Nagaland, the number of graduates are much more than the number of jobs generated in the govt. sector, the private sectors, (mostly in schools, HSS, colleges,) NGOs and some other job, which are not worth mentioning. All over India the last resort for those graduates, mostly from the "have not families", the primary option is to jump into the corporate world. But without the basic knowledge on Soft skills, and good communication skill, (without training on spoken English pronunciation), I doubt it will be like searching for a needle in a huge pile of hay. Understand this, you will help get yourself a good Job in the corporate world, because of your Soft skills, and your Communication skills only.

This article is an attempt to emphasize the necessity of incorporating soft skills training programs in curriculum, highlighting the objectives of soft skills and good communication skill.

In today's world, where the survival of the fittest is the norm, it has become imperative to sharpen one's technical skills, and more importantly, one's soft skills. Technical skills can be learnt, applied and measured to an established degree. But the same cannot be said of soft skills. Soft skill is a sociological term for an individual's Emotional Intelligence (EQ). It can be broadly defined as personal attributes that enhance an individual's interactions, job and career prospects. Whether it involves face to face customer interaction or even indirect correspondence over telephone or e-mail, employees adept at soft skills will achieve both individual as well as organizational success. Hence, soft skills is critical to showcasing one's hard skills; both can be considered to be two sides of the same coin one without the other has no impact. According to Serb Richard (2003) modern corporate requirements are such that they look specifically for those candidates who can add value to their organization with their soft skills and the ability to develop and use soft skills which can make the difference between a job offer and enjoyment of new employment. This requirement of soft skills in a job has made the competition for job acquisition and job sustainability tougher. All those candidates who wish to get an edge over their competitor are expected to refine their soft skills This view point is authenticated by Hewitt Sean (2008) that employers value soft skills because they are just as good as indicator of job performance as traditional job qualifications. So today's professionals need to cover a high soft skills quotient, apart from the domain knowledge in order to succeed in this competitive era. For inculcating soft skills in them they have to be provided with trainings as a part of their curriculum. This in turn will help them to improve their complete personality, compatibility and help the employees explore their own potential to its zenith, enabling them to secure a respectable position in the corporate world. Irrespective of the professional, qualification and apart from the domain knowledge, today's professionals need to possess a high Soft Skills quotient in order to succeed in this competitive era. Hard skills contribute to only 15% of one's success while remaining 85% is made by soft skill (Watts M and Watts R. K, 2008). In spite of such great relevance of soft skills in the present corporate world almost all of the institutions are yet to introduce soft skills in their curriculum. There is a dire need of incorporating soft skills trainings in their curriculum, to ensure commendable placements after their graduation. Soft skills are essentially "people's skills" or personality

specific skills. Soft skills are “non-technical, intangible, personality specific skills” which determines an individual’s strength as “a leader, listener and negotiator, or as a conflict mediator”. Soft skills are the traits and abilities of attitude and behavior rather than of knowledge or technical skill. Technical and job-related skills are a must, but they are not sufficient when it comes to progressing up the ladder. Soft skills play a very important role in this competitive commercial era. Today there is a huge mass of qualified job seekers existing in the society and the competition within them for job acquisition and job sustainability is becoming tougher. To get an edge over the competitors they are left with no other choice but to add worth to their hard skills with soft skills to exhibit their true potential. If one has got advanced soft skills then definitely he will be able to establish himself as distinct amongst other job seekers and will get access in the Cooperate world, and that is the beginning of a bright future.

As of now in Nagaland soft skills training is provided in some private coaching center only. good communication skill both Cross Cultural Communication and Domestic plays a vital part in soft skill, therefore, if your English in terms pronunciation is week then training on both Voice and Accent (spoken English) and Soft Skills have to be taken. If you excel in both, then I assure you, you can a job, out of Nagaland in the cooperate world, the most envious job in the world. Because the packaged is extremely satisfactory plus many benefits are there, once you are inside, the Cooperate world your future is more or less secured. Here you can explore your own potential and promotion comes quite easily, depending on your performance, not under seniority bases. So, it is my appeal to the entire youngster to take the training on spoken English and also on the soft skill simultaneously. The training on both is not just confine to the youngsters only but to all who has the desire to learn. Our entire life depends on our Soft skill. Are you civilized or uncivilized is best judge by our Soft Skill, not by our qualifications.

Remember it is your Soft Skill, which will help you get a job and is your Soft Skill that will help retain your job, and again it is your Soft Skill, which if neglected you will lost your job, in the private sector. Be smart and make smart choice, in life just plan A is not adequate; you need a plan B, as a standby for your plan A.

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