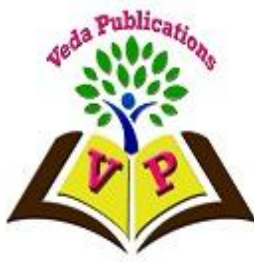


SKILL AND ITS IMPACTS ON EMPLOYABILITY

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ABSTRACT



Skill is defined as an ability or talent displayed by a person. Any profession requires skill to excel in the respective field. This paper tries to explain the need of skill for the graduates and its impact on employability, as a large number of our graduates are struggling hard to secure a job or a placement of their interest. They struggle in the job market with average core skills and inadequate communication skills and soft skills. Employers and Hiring Agencies on the other hand are tired of not being able to recruit the necessary number of well-trained persons.

Keywords: *Skill, Employability, Core Skills, Soft Skills & Communication Skills*

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INTRODUCTION

Skill is the basic requirement in any person's life to excel in his career. Coming to the graduates along with Hard Skills, Soft Skills and Communication Skills play a major role in securing better job opportunities and reach higher levels. According to the Reports, hard skills contribute around 15% of one's success, whereas soft skills contribute around 85%.

Soft Skills

Soft Skills convey more about what a person 'is' rather than what he or she 'knows'. They are the personal attributes that allow persons to understand themselves and others better. It is through the soft skills that a person deploys his personality, attitude and behavior and then successfully manages his life and relationships around him. They are yardsticks used by organizations to evaluate employees. They are also used as a measure to understand who should be hired, retained or promoted.

Soft skills can be broadly divided into two categories:

Self- management skills- positive attitude, self-motivation, persistence, time management etc.

People skills – active listening, mentoring, appreciating new ideas etc

Soft skills versus Hard skills:

Hard skills are defined as the abilities which arise from the knowledge, practice and aptitude to do something well. In other words, hard skills are the technical qualifications required to do a job effectively. They are teachable abilities that can be defined and measured. A good blend of soft and hard skills guarantees professional success.

Impact of skills on Employability:

It is said that our graduates do not have an employment problem but an 'employability' problem. The difference is 'Employment' is to be working in a job and 'employability' is the overall capability that a person has to possess in order to be offered a job, which means a person has career – ready skills, attributes and values. Employability goes much beyond merely having a degree in the subject and having only job specific skills. It is a measure of a person being able to handle day-to-day requirements at his workplace and also contribute meaningfully to the organization he joins.

Employers today often complain that they have plenty of jobs to give out but cannot find employable people with the right skill sets to hire. Young people are expected not only to have qualifications that are testimony to their subject knowledge but also have other skills and qualities that are transferable to every working context. These skills are called 'transferable skills' and are considered to be essential for any candidate applying for a job.

In the initial rounds of the recruitment process, employers test candidates on subject-related knowledge and skills. However, at the final hiring stage, which could be the Group Discussion or Interview stage, employers look for general job skills which are transferable, like positive and proactive attitude and effective communication skills. Plain bookish knowledge is not only enough when a person enters the workplace. This is because the world of work is the real world and if the person has right set of transferable skills, it would ensure

better chances of success in everything he has set out to do. For the organization it would mean a win-win situation as they need not spend more on training the person to become employable and they can expect him to be productive right from the beginning.

Employability an important concern!!

According to the India Skills Report 2016, jointly published by Confederation of Indian Industry (CII) and other private organizations, only about 40 percent of the country's workforce has been found to be employable today. This is an improvement over the previous year's 37 percent but the skill gap is still very serious, and needs to be addressed urgently. In July 2016, a leading employment solutions company reported, on the basis of a national survey, that only 7 percent of India's engineering graduates were employable.

The Human Resource Development Ministry reveals another startling fact that it has found in India, of the 2.9 million students enrolled in 6,214 engineering and technology institutions, a staggering 1.5 million engineering graduates every year are hungry for jobs. It is known only a few of them are found to be employable and the remaining graduates seriously lack in transferable skills.

Employability skills assume such importance in the real world because they round off a person well, whereby a person can fit in, get along with people and perform in every situation without much of a problem. Lack of such employability skills can make a person stand out like a sore thumb and appear rough-edged and unpolished in his professional and social environment.

'Must do' steps towards employability:

Here are some of the 'must do' steps towards employability that a graduate can take, while in college:

- Participating in as many co-curricular and extra-curricular activities in the college without neglecting the studies
- Keeping in touch with the college/ university placement cell. Registering for placements, if required by college rules, at the right time.
- Keeping a record of all the useful lectures and seminars attended with short notes on how they are useful
- Keeping record of projects that have been taken up in and outside college.
- Developing networks of relevant contacts and references.
- Volunteering for some community work in the neighbourhood
- Enrolling for useful online courses
- Developing an interest in cultural events like theatre and sports
- Reading outside the curriculum
- Observing and imitating how successful people conduct themselves
- Seeking internships and work-based, experiential learning opportunities whenever it's possible
- Collecting the certificates and filing them carefully

CONCLUSION

Soft skills are the habits that can be cultivated over a time. The first step in this process is self- knowledge and self-awareness. It's so helpful if this process starts early, preferably while one is still a student as it takes time to acquire these skills. One can observe the people around him and note down both positive and negative behaviours. Positive behaviours are to be emulated and negative ones avoided.

Given such a scenario, it becomes even more imperative for a person to take the initiative and acquire as many employability skills because the presence or absence of these skills will have a greater impact on the employability. Therefore, considering the degree is not only sufficient passport to employment.

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