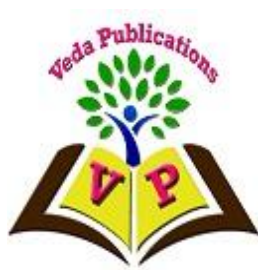


PREREQUISITE OF ENGLISH LANGUAGE SKILLS FOR IT RECRUITMENT

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Abstract



This article throws light on enhancing communication skills through activity based of job recruitment process for B.Tech. Students in St. Ann's College of Engineering and Technology, located at Chirala in Prakasam District. As communication skills are utmost important in one's day today world, there is an urgent need to improve communication Skills in English Language. Most of the B.Tech.students from Prakasam District belong to rural background and their medium of instruction in primary and secondary education is in their mother tongue i.e., in Telugu Language. So, this paper touches with the introduction of their background education, level of understanding and usage of English Language, environment, cultural background. It focuses on the main problems faced at the technical education in B.Tech. Level and at the same time the effective use of innovative techniques or methods used by the Language faculty for performing various tasks like Group Presentations, Inspirational Videos, Role Plays, Group Discussions, Celebrity Interviews, Interview Skills. Developing English language Skills is a prerequisite to acquire employment in a desired multi-national, international and IT sectors. This paper concludes with the appropriate suggestions for acquiring communication skills.

Keywords: *Communication skills in English Language, Recruitment, Group Presentations, Group Discussions, Celebrity Interviews, Inspirational Videos, Critical Thinking and Task based Activities.*

The main aim of engineering students is to acquire a job in a Multinational company or to go for further studies in abroad. For them, effective communication skills are very important besides employability skills. The ability of speaking accurately, appropriately and quickly with a wide variety of people is appreciative. For students both verbal as well as written communication is important which develops professional career and social gathering.

Recruitment Process

Generally, any recruitment process evaluates the candidates in three categories. The first round is conducted on written exam, the second round is on group discussion and the third round is an interview which is sub- divided into two types. They are Technical Interview and Human Resource Interview.

In the first level, the students are tested on written skills which is subdivided into three main divisions i.e., on English, Aptitude and Coding. The topics in English test are on comprehension, vocabulary and on grammar. The aptitude topics are on Arithmetic, logical & analytical reasoning, psychometric test and Coding.

After clearing written examination, the students are eligible for further round that is on Oral performance. The oral test differs from company to company and mostly students are evaluated in Group Discussions or Just a Minute. Though many students clear the written exam, they fail in the second round that is in Group Discussion or Jam. B.Tech. Students need to develop their confidence, ideas, fluency, vocabulary and pronunciation.

The final round of recruitment process is an Interview. Often only one interview is conducted and sometimes two interviews are conducted like Human Resource Interview and Technical Interview. In Human resource interview the candidate is tested in many things like Attitude, Body Language, Fluency, Presence of mind, Fluency, Honesty, Integrity, knowledge & wisdom.

Analyzed a Problem

The first main problem identified is that the B. Tech. students of St. Ann's College of Engineering and Technology are facing many inhibitions like nervousness, fear, hesitation and lack of confidence and poor communication skills in English language. They struggle in framing basic grammatical structures, obstacles in fluency and pronunciation. By digging into the depth of their primary and secondary education, most of students have completed in their education in mother tongue with high percentage and influenced by it. English speaking environment is unknown to them as they hardly listen to English teachers or speeches and their parents are uneducated farmers and weavers. Since their childhood, a sort of fear is indulged in their minds towards English language. When they are asked to speak for a minute in the classroom,

they fail to participate in the activity. When students are forced to speak in the classroom in the next period, they would stop attending the classes with the fear of presenting in English language.

Another major problem identified is that the greater number of periods are allotted for the core subjects of Engineering branches rather than assigning to developing English language teaching. The affiliated university of JNTUK English syllabus is prescribed only in the first year of B. Tech level but not in other three years of B.Tech. life. The last problem is acknowledged is that there is only sufficient number of English faculty in the institution.

Methods / Strategy

There are many methods, strategies and approaches to develop English language. The methods or the strategy applied to the students in campus recruitment training is by giving task-based activities to the students by dividing them in groups. The activities are Group Presentations, Critical Thinking, Inspirational Videos, Group Discussions, Celebrity Interviews, and Mock Interviews.

1. Group Presentations

Group Presentations play a key role in getting confidence to the students. This can be done with SWOT analysis, Just a minute, Public Speeches. First the friendly environment should be created for them then they feel comfortable to speak in English Language.

2. Critical Thinking

Critical Thinking is very important to the student as he/she has to analyze the topic clearly. This can be done by showing them some video Kipling or narrating creative stories.

3. Inspirational Videos

Inspirational videos have lot of influence on the students. It changes them psychologically by listening to the great speeches like Malala Yusufzai, Abdul Kalam,

4. Group Discussions

This is the very important part in the recruitment process. Fluency, ideas, body language, attitude all reflect which discussing the topic. This practice should be done rigorously by the students. Proper evaluation should be given for rectifying their drawbacks.

5.Celebrity Interviews

To make the students more confident and to develop their spontaneity of language, defending skills this activity is conducted by taking the celebrities in education, sports, scientists and politicians. Students with fun easily learn the English language.

6.Mock Interviews

Selection process is not done without interviews. This is the final round of the recruitment. Students are given inputs many mock interviews should be conducted until they become perfect. This helps them in gaining subject knowledge as well as confidence.

Solution

1. The best solution is that these above activities that are mentioned in this paper should be continued every day for every year of B.Tech. classes.
2. Minimum Two periods class should be at a stretch.
3. Every Student should be given an opportunity to speak and assessed properly.
4. Friendly environment should be created in the class.
5. Every student should be encouraged by giving a small gift of appreciation.
6. Their Group Discussions or presentations should be recorded for identifying their own mistakes in body language and fluency.

Conclusion

This paper concludes by focusing on the prerequisite of English Language skills for employability. Problems of learners in level of understanding and using of English Language, has improved a lot through the techniques or methods which has applied to develop communication skills. The teacher's role should be only felicitating and students have been more responsible in playing multiple tasks actively. With this observation the analysis found is definitely most of the students become more proficient in using English language in the task-based activities like Group Presentation, Role Plays, Group Discussion, Mock Interviews and Celebrity Interviews. The outcome of the task-based activities is B.Tech. students' performance has improved, enhanced their fluency, became more confident in placing multinational and international companies.