

Importance of soft skills for Employability of Technocrats in the corporate world and Government Sector

Vibhav Misra

Laxmi Devi Institute of Engineering and Technology, Alwar

Abstract: India is the second largest populated country in the world. India is accepted as the country of youngest professionals in the world. Every seventh man in the world is an Indian. Indians are emerging with enriched technical and managerial Skills accepted in the world. The world is backing upon India. This paper presents the Importance of soft skills for Employability of Technocrats in the corporate world and Government Sector.

Keywords: Soft skills, Employability of Technocrats, Government Sector.

1. INTRODUCTION

In today's world of ever volatile changes with advancement of Technology it has become very Competitive for the Graduating Technocrats to find a respectable place in the Corporate Sector or the Government job openings. Although after Graduating out of reputed Government and private Colleges with high academic credentials they are unable to qualify the preliminary rounds of group discussions and the personal interaction of the employing agency. An alarming census as on today is that we have more than 15, 00,000 Engineers graduating out every year out of which only 5, 00,000 get placed. As observed in the DAVOS Summit 2010 the world would need more than 40 million skilled manpower by 2020, it was observed that the world is graying and INDIA being a youngest nation where an average age of an Engineer is 24 years would be the country where the world would backup on but are we prepared for it? When the majority of our technical manpower is not being able to seek employment in our country how can we stand up tall and tell the world that yes we can meet the projected global challenge. Technical knowledge only cannot help our technocrats they need additional skills to give them a holistic personality, and knowledge of soft skills and practicing them in their daily Schedule is the Solution.

People who do not have a strong personality are characterized as having low self-confidence or low self-esteem, poor communication skills, poor self-image, and even depression. These people often have several problems when it comes to their personality, and it boils down to one or more of the key personality areas. In order for these individuals to effectively address their personality issues, they will need to pinpoint which personality area needs improvement and begin to improve it. The best way to counteract the negative effects of having a weak personality area is to develop a holistic personality.

Holistic personality development refers to developing yourself into the very best person you can be. Doing this means that we should be able to identify each of our strengths and weaknesses in the different areas of our personality. Without truly knowing ourselves, it would never be possible to improve ourselves. All-around personality development means giving equal attention to all aspects of your personality so that we can eventually figure out what is lacking and then work on it. Below are the four areas contributing to a holistic personality:

Values. This is the core that makes up every personality. It refers to the set of ideals which guide all of our thoughts and actions. If an individual feels empty from within or feels that he or she does not have a stable foundation, this is the area that should be worked on. Although in a rich cultural society of India the Value foundation is done by parents and reinforced by teachers in School.

Character. This refers to the set of traits that make up our identity. A combination of different personality traits that make up an individual is also the thing that makes him or her unique.

Presentation. This refers to the physical or tangible part of the person such as the body, posture, gait, smile, handshake, even wardrobe. The way the world perceives us also affects how we perceive ourselves.

Interfacing. This is the social aspect of our personality, including communication skills (both verbal and non-verbal) and etiquette.

Soft skills are the mother of a Holistic personality as these skills empower the individual to face everyday challenges with a positive and adaptable attitude. When we talk about Soft skills also now known as life skills we can explore them in details:

2. SELF AWARENESS

It is closer to introspection and knowing more about our self such as our Likes & Dislikes about things, natural environment, people we associate with our family environment, and above all being aware about Our Aspirations, objectives and expectation from Life we have designed for ourselves. As we probe deeper in these areas we also explore our strengths and weaknesses, which in turn give us a direction to find opportunities to overcome our weaknesses and shine our strengths leading to minimizing threats which may become an obstacle in achieving our Aspirations and Objectives for a successful life. It seems difficult but as described by Mr Stephan Cowy in his 90/10 principal he has simplified it by an example he says 90% of whatever happens in our lives is because of how we reacted to situations and 10% is because of natural obstacles he illustrates it with a real life scenario:

You are dressed up to leave for work and even your wife has to go for work, your daughter has to board her bus for school. While having. Breakfast your daughter accidently topples the coffee cup and your shirt, tie and trousers are all smudged. What generally happens is you loose control and get angry on your daughter who starts crying then you have a tiff with your wife who leaves for work as she is getting late, you rush up to your room change in fresh clothes and run down to start for office but when you come down you find your daughter sitting on the breakfast table crying. She has missed her bus, you pick her up and start your car to leave her to her school and reach your office the clock in your brain starts ticking you have to hurry and you drive the car at 60 miles per hour in a lane where the maximum speed limit is just 40 Miles ,you are stopped by a policeman who charges you a fine of \$ 200 you drop your darling little child at school, she just walks away even without waving at you feeling guilty you reach your office ½ an hour late. Avoiding the penetrating looks of your juniors you head for your room and then you realize you forgot your Brief Case. Your day has got muddled up. Who caused it 1) coffee 2) Policeman 3) you daughter 4) you. Yes the answer is you because of your reaction. If you would be aware then you would have responded by gently telling your daughter to be more careful, you would change and come down seeing your daughter boarding the bus smiling and waving at you and you would have driven your car in the right lane and reached office 10 minutes early cheerfully greeted by your Staff. So being aware about your reactions and converting them into logical responses makes you not only a good family person but also a person who gains social acceptance.

**Today the Corporate World is not looking for Robots when they hire people.

3. EMPATHY

You can avoid many conflicts if you are empathetic. Empathy is all about understanding the other person by seeing yourself in his place. Today the work pressure, deadlines, poor team work and lacking resources often create stress which results in work errors. We are dealing with people not machines we have to understand the reason of delay or work errors before we come to a decisive conclusion. If we listen to our colleagues and solve issues the work place would be a very vibrant place full of proactive people with zeal to exceed their limits. This factor reduces attrition and things run smoothly. You emerge as a role model for your juniors. Empathy is a vital ingredient of a holistic Personality.

4. ATTITUDE

Every body says that this person has a lot of attitude in a sarcastic way. Let us explore the meaning of the word first," Attitude is a negative or positive evaluation of a person, place, thing, above all Life". Attitude is a vital ingredient of a holistic personality and has made Leaders, Heroes and Kings

Positive attitude has its seeds in positive thinking just to illustrate the power of positive thinking let me share a real life story of an adventurer Warren Macdonald his passion was adventure sports and activities. One unfortunate day a heavy Steel boulder fell from a crane and crushed his legs, when taken to the Hospital the Doctors had to amputee both of his

legs. When he surfaced out of anesthesia the Doctor came to him and told him "I am sorry you will never be able to walk on your feet again," any body would have gone into a life long depression but Gregory called the nurse and said the Doctor said I will not be able to walk ,he did not say i cannot swim or climb. The Nurse thought this man has gone into a shock. This young man made history by climbing the Mount of Kilimanjaro the highest peak of Africa, he conquered the weeping walls of Canada and he still para glides. He has always competing with himself that is positive attitude.

When Mr Mk Gandhi was thrown out of the First class compartment by a British Soldier and was told that dogs and Indians are not allowed to travel in First Class, Mr. Gandhi thought that the treatment given to Indians by these outsiders is not acceptable, he silently decided you have thrown me out of the Train I shall throw you out of my Country and the journey of Mr. Mk Gandhi to BAPU began this is positive attitude.

It Is a fact that once an attitude is formed it is difficult to change but it is not impossible. New experience, Knowledge and a positive environment does change attitudes. The moment we are old enough to socialize we start forming attitudes .To a child an uncle who brings chocolates every day is a good uncle and the Dentist uncle who says chocolates are bad for teeth is a bad uncle, the child has formed an attitude but when and as he grows up and gains knowledge his attitude reverses.

Attitude has its roots in the family environment, values and beliefs. We do have live examples a child grew up to be a noble man the former President of India Mr. APJ Abdul Kalam who grew up in a traditional family environment values and beliefs he emerged as a nuclear ballistic Missile Man. It is the Education and the institution which provides and nourishes these values. Talking about a new experience:

A man who was a Billion ere in 1928 and was into Export Business, he was a very good speculator .One fine day he got an opportunity to trade and he was sure to make a 100% Profit on that consignment, he put in all of his money and took heavy loans from banks and shipped the consignment to USA .The next day he came to know that the ship sunk in the pacific ocean. He was Bankrupt, penny less .The banks started calling him up .His Bungalow ,his fleet of cars were seized ,he lost his positive approach started abusing alcohol became a person who no body could tolerate. His wife left him he had entered the cave of negative thoughts and decided to suicide. He took a bottle of Rat poison but before dying he felt let me capture the beauty of nature in my eyes before they close for ever. He went to a Park and sat down on a bench it was snowing he could see the fern tress tall and lovely, he could see small children making a snowman and then the moment came he put his hand in his pocket to take out the poison bottle, a hand tapped his shoulder, he looked back there was an old man smiling, the old man said are you ok? the man shouted at the old man and told him he wants to do what he feels like. The old man said wait ,and took out a cheque book and Wrote a Cheque of 5 Billion Dollars and signed it Jhon D Rockefeller.Rockafeller family was 100,000 Billion Dollars Empire. The old man gave the cheque to this man and said meet me on the same place after an year. The man was shocked just when death was going to take him away from this mortal world an angel had appeared to save his life, he was speech less...the old man turned back and said there is no interest he has to pay and walked away. This new experience took away the darkness of negativity. He returned back to his home and opened the vault and kept the cheque..

He shaved wore his best suit and a bow tie came to his office and called the bankers for a meeting, his confident tone and crisp answers brought the bankers to his office. He told the bankers that they cannot recover a penny from a dead man so let's make a deal you people give me loan to restart i will pay double the interest you normally charge and if i do not pay back what ever i owe to you You can take away every thing i possess he asked the bankers to release his House and other assets. The agreement was done. Since he was a great speculator he started trading again and was able to pay back all his dues his wife returned, every thing re-winded.

On the date promised he went back to the park at the time agreed and waited for the old man. After some time the old man briskly walked towards him and said what do you have for me? The man said your Cheque Sir .the old man smiled and said you did not encash it. The man replied Sir a cheque from a Rockefeller is not to be encashed it was in my vault. The old man said Best of luck....never give up. Fsractions later a nurse pulled the old man, the business man said what are you doing? He is a Rockefeller....the nurse replied no he thinks he is a Rockefeller ,the business man took the old man to his home till he breathed his last breath.

Attitudes are very complex but yet very simple to inculcate provided we ourselves think positively.

**Positive Attitude is a vital source for a holistic pesonality

5. EFFECTIVE COMMUNICATION

When the content of the message sent verbally or non verbally is understood by the receiver of the message in the same context it results in effective communication. It has been asserted that 8% weightage is given to words 32% to intonation rest 60% to Body language. Open handed gestures with a positive eye contact is inviting and embracing the audience you speak to. Negative body language like hands in pocket (casual) hands crossed at the chest level (bossing) shifting eye contact (lying) Eyes half closed head tilted to one side (doubting) loose hand shake (not confident about ones own self) drumming with fingers on the table (Nervousness) etc should be avoided at all cost. Every individual has a sphere of personal space which is about 3 feet radius this space can only be invaded by parents, loved ones, siblings, and friends. this space is invaded by any body else it creates discomfort and the result is the communication process gets blocked. Apart from that feedback from the person who you communicate with is very important, so that we know that the person has understood the message conveyed and this makes the process of Communication complete. Communication is an art ,positive body language along with using appropriate words in an assertive way results in Effective Communication.

Not but not the least when a person is empowered by self awareness, positive attitude and effective communication he can easily work in teams comprising of professionals with various skill sets, can manage time and cope up with stress. We have to address these areas in our teaching methodology, so that we can generate professionals who can face challenges of life in a positive and adaptable attitude. It would open up the gates for these professionals to easily adjust in the corporate or Government sector and in turn increasing Employability.

REFERENCES

- [1] "Discover the diamond within yourself", Arindam Choudhary
- [2] The 7 Habits of Highly Effective People by Mr Stephan Covey