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## Role of Soft Skills in Present Job Market

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### Abstract

Skills are very essential in the present job market throughout the world. When we wish to join in a sound job, we must have sound skills. All the top CEOs of the best companies have the top skills. In the past there were many jobs which were given priority to physical skills. Now the situation is different, on par with physical skills the soft skills are given top priority. Basing on the need of the skills related to job, many a higher educational institutions and professional colleges are giving training in skills to all their students.

**Keywords:** professional colleges, Skills, sound skills

### Introduction

As per the surveys and experts' opinion Indian education system is not at all good on par with international standards. We consider IITs, NITS, IIMs and IISC are top educational institutions run by Government of India. But the recent international survey on the top-class educational institutions announced the best 100 educational institutions throughout the world. The sad thing is our educational institutions do not stand in first 25 colleges. Skills are very essential in the present job market throughout the world. When we wish to join in a sound job we must have sound skills. All the top CEOs of the best companies have the top skills. In the past there were many jobs which were given priority to physical skills. Now the situation is different, on par with physical skills the soft skills are given top priority.

Owing to lack of soft skills students and employees can't manage themselves in typical situations. We have been noticing that students and employees are committing suicides because they are unable to manage in difficult situations. The recent suicides in some educational institutions and some of IPS and other officers are example for this. The present education system at the intermediate level is very much stressful, comparing with lower classes. Number of parents wants to see their

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children in top paying jobs in the world. In this connection they simply forget the essential qualities of good human beings.

Sudha Murthy, wife of Narayana Murthy pointed out this in one of her interviews to the Enadu, Telugu daily news paper: "Parents, they themselves forcefully keep their children in stressful education."(1). Basing on the need of the skills related to job, many a higher educational institutions and professional colleges are giving training in skills to all their students. State and Central Governments are sanctioning some schemes to develop the skills in the rural and urban students. Basing on the qualifications and social status both the governments are conducting classes to the students to enhance the skills in the students.

Deen Dayal Upadhyaya Grameen Koushalya Yojana, Pradan Mantri Kousal Vikas Yojana, Pradn Mantri Kaushal Kendra, Skill Development for Minorities, Skill Training of persons with Disabilities and Jawahar Knowledge Center. These are the schemes for the students in different levels." As per the survey of the National English news paper The Hindu, out of the 100 engineering graduates there are only 5% of students have the job requiring skills. The remaining students are unable to get suitable jobs. The Uttarpradesh and The Tamilnadu governments recently filled up class IV jobs, to surprise many Ph.D holders applied for the job. This can tell the standards of the present education system in India.

Undoubtedly soft skills and communication skills help students to achieve their dream jobs. One can achieve fabulous positions following ethics, morals and discipline. Without discipline if any one reaches a high position by a short cut. He or she can't continue in that position forever. We do, follow many things to attain great positions. The ultimate motto behind it is to be happy forever. How can one get happy? Does the materialistic world give us happy? One must accept the truth that materialistic world just give us comfort. But we ourselves try to find out, what is the righteous thing to make us feel happy. All the things which are tied with ethics and morals definitely give happiness. Ramana Maharshi profoundly states: "Happiness is your nature. It is not wrong to desire it. What is wrong is seeking it outside when it is inside... real happiness abides in self knowledge alone. All else is fleeting. To know one's self is to be blissful always."(2). If we observe all the great leaders, CEOs and employees past and present of respectable companies have unique skills. Teachers and well reputed institutions role is maximum in moulding an ordinary man to an extraordinary human being.

"Introduction of liberalization, globalization, and privatization during 1990s resulted in severe competition not only among business houses, but also among Governments of various countries. In addition, establishment of the world Trade Organization has

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given greater fillip to the growth of competition among businesses and also among countries. Added to this paradigm shifts in information technology led Management and communication to revolutions in competition and revolutions in management demanded soft skills in addition to technical or job skills to perform a given job efficiently and successfully. Consequently, many universities introduced courses on soft skills or behavioural skill or leadership education to provide soft skills to students." (3). Companies when they offer highly paid jobs to a person to respectable positions. The interviewer team tests all the skills of that person, by posing questions on attitude, emotional balance, communication skills, soft skills, time management and his ability to move with his co workers. If the interview team satisfies in all these areas then they will offer this job to a particular person.

That is why governments are giving instructions to all Universities and their affiliated colleges to maintain good standards in all institutions. And UGC in country level monitors all the institutions. Lots of healthy competition is there between the public and private institutions to maintain employability skills among the students. Then only students can get their dream jobs based on their educational qualifications. Soft skills are an abstract (and somewhat nebulous) concept, which is in fact, a compendium of several components like attitude, abilities, habits and practices that are combined adeptly to maximize one's work effectiveness. They are much more than just a set of good habits or key abilities. Soft skills are about integrating the right proportion of these components into formidable skills and eventually transforming those skills into competencies."(4).

Communication and soft skills are very crucial in all walks of life in the present world. A part of academic excellence, soft skills play very prominent role in achieving student's dreams. Actually communication and soft skills are tough areas to rural background students, and who are studying their courses in their mother tongue. But after realizing the need of the hour, governments and social organizations come together hand in hand, and make the students able to face the interviews and get their jobs. After mastering in skills, students are getting very good jobs with handsome salaries. The width and area of the corporate world is very gigantic. It requires numerous employees to work in all over world. So the people who have good communication skills and soft skills definitely succeed in their lives. Those who have good skills always have bright future.

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