



# IMPACT OF EMPLOYABILITY SKILLS FOR CAREER ENHANCEMENT

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## ABSTRACT-

The present research article deals with the bundle of skill, abilities and knowledge areas that are most likely to be important in the future employability and also the skill investments that will have the greatest impact on occupational demand and information for educators and government can use for strategic and policy making purposes. This effort is made to highlight the importance of employability skills requirements.

**Key words-** Employability, skills, occupational demand, career enhancement, policy making.

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## I. INTRODUCTION

The illiterate of 21<sup>st</sup> century will not be those who cannot read and write, but those who cannot learn, unlearn and relearn. - Alvin Toffler.

It is predicted that the future work force will be demanding developments. In the current era of technological change and globalization many employability skills are a must required. One of the biggest problem worldwide is unemployment and the main reason is that gap between skills required by the job providers and job seekers.

Career decision making is now seen as part of process of developing career which includes career enhancement. A career mature person is more capable of making an appropriate and realistic career choice and decision. Career mature individual have the ability to identify specific occupational preference and important activities in order to achieve their goals.

The construct of career maturity consists of a readiness, attitude and competency to cope effectively with the career development task. The assumption can be made that a career mature person is more capable of making an appropriate and realistic career choice and

decision. Career mature individuals have the ability to identify specific occupational preferences and to implement activities in order to achieve their goals.

For career enhancement every individual needs abilities to analyse information and integrate diverse sources of knowledge for problem solving by observation, inference, communication, language, presentation skills and interpret it effectively from well reasoned conclusion and solution, testing them against relevant criteria and standards.[1]

## CAREER ENHANCEMENT

Career enhancement, for most people is a lifelong process of engaging the work world through choosing among employment opportunities made available to them. Each individual undertaking the process is influenced by many factors, including the context in which they live, their personal aptitude and educational attainment [2].

A career can be defined as the employment you prepare during the first quarter of your life engage in during the best years of your life and reap the rewards from when you are least able



to enjoy them. Behind the cynicism of this observation lies an important truth choosing a life's vocation is not a decision to be taken lightly. To justify the effort you will invest in your career, it should be stimulating, rewarding and productive.

Career enhancement plan is very tedious and challenging. Effective communication and interpersonal skills are crucial to increase employment opportunities and to complete successfully in career. The real key to the effectiveness of professionals is their ability to put their domain knowledge into effective practice. In this context soft skills and communication have a crucial role to play. Thus, soft skills and effective communication training provide a unique opportunity to all students to develop their personality and upgrade their communication and presentation skills.

## II. GENERAL REVIEW, ANALYSIS AND DISCUSSION

It is need of hour to investigate the feature or causes of unemployment, the skills embedded by higher education institutions which provide a semi-skilled and skilled work force to compete in the global work market [3].

The skill gaps between employers and employees is a big concern raised worldwide [4, 5 & 6]. So according to ILO 2014 and Statistical Malasian Department of statistic (2014), the issue of employment needs to be addressed seriously [7].

As per Trilling and Fadel the 21<sup>st</sup> century skills are set of skills required by students in the area of learning, work, life and career [8].

According to World B Group, around 50% of employers could not find right skilled job seekers [9]. So lack of expertise is also one of the biggest reason of unemployment as found by R. Franita [10].

Khatiwada and veloso said that 62% of new jobs in India are classified as high skilled [11]. While Frey and Osborn Found risk of automation higher in low-usage and low-skills jobs and so adequate preparation and future work force is essential [12].

Suddenly need to develop their potential to have employability skills. Employability is a skill that one should have to continue their career in life

and to face global competition and future world work, they need to renew their employability skills [13].

Sam Pitroda, head knowledge commission (2006) revealed many students graduating from different institutions and universities are not employability skills therefore it is necessary that higher education needs to be integrated with the finishing school concept of importing employable skills [14].

The Collins English Dictionary defines the term "Soft Skills" as desirable qualities for certain forms of jobs that do not depend on acquired knowledge, which include common sense, the ability to deal with people and a positive flexible attitude. A study by Harvard University noted that 80% of achievements in career is determined by soft skills and only 20% by hard skills.

According to experts soft skills training should began for person when they are students, to perform efficiently in their academic environment as well as their future work place. While studies by Stanford Research institute and the Carnegie Mellon Foundation among Fortune 500 CEO's established 75% of long term job success resulted from soft skills and only 25% from technical skills. So, soft skills are as important as cognitive skills [15].

Most young adult who encounter difficulties in making a career decision try to cope with these difficulties in one way or another. Some individual are likely to feel paralyzed or anxious and may use ineffective coping strategies, such as escape-avoidance behaviors [16, 17], where as other are more likely to use problem-focused coping activities, such as planning, taking direct action or seeking help, indeed, coping strategies have been studied extensively in various contexts and much is known about coping method that are seen as more or less useful [18, 19, 20].

Living in the 21st century urges people to have current skills, especially higher education students who think that ideally, they will be employed upon graduation. If so, students should take the initiative to enhance and learn skills needed to be employed. Life and career skills comprise of knowledge needed to expand opportunities in gaining employment. Life and career skills consist of what most employers



consider as employability skills but from a broader perspective. These skills cater for more than employability skills, they include soft skills, technical skills and academic skills to survive. The new learning paradigm is the formulation of essential skills with the direct aim of teaching students to learn and work well with skills [3].

To meet the workforce demands of Industry 4.0, strengthening learning in existing and new education systems will be crucial. This would entail adopting pedagogical approaches or innovative modes of delivery that enhance how learners learn rather than what they learn, to encourage inquiry and creativity. Adopting new approaches may also require educating teachers in using technology and reorienting their primary role as facilitators rather than lecturers [21].

The perception to obtain a suitable job after graduation is only possible, if during learning they are nurtured with different skills are categorized in following domains:

**Traditional Core Skills** as reading, writing and arithmetic and basic literacy and numeracy.

**Learning and Innovation Skills** Flexibility, adaptability, initiative, teamwork and leadership.

**Digital Literacy Skills** Technological proficiency, digital fluency, computing media and information literacy.

**Career and Life Skills** Flexibility, adaptability, initiative, teamwork and leadership [3].

Technical skill or hard skills are capability which can be learned are easier to measure, which is use of software and this qualification are supposed to be connected to cognitive intelligence and related to the ability to perform particular task [22].

The technical skills include the ability to apply the knowledge and skills of that particular discipline to technical activities, the ability to identify and solve technical problems, the ability to conduct experiments/tests and to analysis results and the ability to identify and use of technical literature [23].

But a additional set of qualification is also required named soft skills. Martin R et al. (2005) and this are a collection of interpersonal and social qualification that allow the individual to function well in society for achievement of their

objectives, Redish EF et al (2008). This soft skills are effective written and oral communication, efficient team work, engagement in self directed learning, commitment to continuous improvement and addressing professional and ethical responsibilities [23].

### III. CONCLUSION

It is clear that rapid technological advancement have new implication for workforce development, like demand for specialized skills leading to shrinking shelf life of skills and adapting successfully to technological advancements which will require unlearn old technologies and practices and relearning new ones.

Therefore, in order to meet changing demands and maximize the full potential that technology offers, cultivating learn-ability is required and for continuous learning to happen, existing education systems alone is not sufficient, but the creation of learning society is necessary.

Shahin Majid, concluded that there is a need to create awareness about importance of communication skills for career enhancement among students [24].

The punch line is that the academic institutions should accept this change and modify the learning outcomes to include developing and enhancing the soft skills and it depends on how well one interacts with other influences the success of his/her career.

If you want a job, have technical skills. If you want a career, have people skills.

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