

Employability Skills and Career Adequacy

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ABSTRACT

Teachers are considered as the most responsible and important members of society, who can change the fate of the earth through their teaching. Joyce Meyer says " teachers can change lives with a just-right mix of chalk and challenges". Teachers are nation builders. The strength of every profession depends on the knowledge, skills, and expertise of the teachers. They can mold the behaviour and minds of the pupils. Teaching is the most difficult yet rewarding job. Indeed teachers are the most influential persons in this world.

But unfortunately in India, mostly the students who fail to get a seat in other professions prefer the teaching profession. And the teaching profession could not attract meritorious students. This resulted in the poor quality of teaching personal who lack professional competence, a positive attitude, skills required for their profession. Corruption, poor quality of teacher educational institutions, lack of infrastructural facilities, lack of teaching staff, changing curriculum without the foresight of the educationist, inability to implement the recommendation of various policies as it has resulted in the poor quality of teaching-learning in teacher education.

Present paper through light on the various employability skills required among the present teachers, and their adaptability in career.

Keywords: - Employability, skills, teachers

EMPLOYABILITY SKILLS AND CAREER ADEQUACY

A skill is an expert to do an activity. Employability skills are the core skills needed for every job. Employability skills are the set of achievements, skills required by an individual to make them employable in the required field with proper subject knowledge, technical understanding with personal attributes based on the perception and expectations of the employer which benefits the employee, employer, community and economy at large MantzYorke (2004). If we are using the skill for our purpose it is not considered as employable skills, but if we use the skill to serve others and receive money for it, then it becomes employability skill.

Employers often look for those abilities in the employee which goes beyond their educational qualifications. Educational qualifications make the people eligible for the job but do not guarantee success in the job. People may acquire skills related to the profession through qualification but nowadays to be a success in the job we need soft skills they are also known as employability skills. Employers mostly prefer those persons who are good at soft skills as they believe that persons with soft skills can be trainable. And it is difficult to train soft skills. Wickramasinghe, Vathsala, Perera, Lasantha (2010) researched on Graduates', university lecturers' and employers' perceptions towards employability skills. The research revealed that there is a difference in expectations of employability skills required in a different group of employees. The employability skills required for each profession may differ according to the type of job, need, task, challenges of the task, etc. Employability skills may be categorized into three.

1. Transferable skills:-

Transferable skills are portable skills that can be transferred from one job to another. They are the skills acquired due to experience which can benefit the present employment. It includes communicating ability, being trusted, punctual, organized, adaptable, technology literate, and the ability to work with others for a common goal.

2. Hard skills:-

They are the specific Knowledge and abilities acquired through education and training which can be demonstrated in a measured way. It depicts mastery and expertise in a particular field. They are teachable and learnable skills that can be enhanced through education, practice, and repetition. It improves productivity, efficiency and provides job satisfaction to the individual?

3. Soft skills:-

They are the combination of desirable qualities of communication social skills and personality traits along with attitude towards the profession. Soft skills include the following other skills.

- a) Communication & interpersonal skills:-Interpersonal skills allow us to empathize and build good relations with the people, Participate effectively as a member of the group, make decisions, solve problems, make the working environment less stressful and pleasant. Among the interpersonal skills communication is a very important skill which helps us to transmit messages and receive messages accurately without any misunderstanding either in written form or oral form. In communication, the words which we use play a very important role.
- b) In nonverbal communication body language, emojis, gesture, tone voice all these are essential. How we listen and interpret the words, ability to recognize, understand, manage our emotions, ability to work in a group, ability to negotiate, influence, persuade ability to resolve the conflict, decision making, and problem-solving abilities.
- c) Being reliable and dependable:-Being reliable means doing what one says by being organized and by managing time effectively. It also meant being trustworthy and conscious Basis of these abilities is self-worthiness, self-management, self-regulation, self-motivation emotional intelligence and willingness to learn.
- d) Willingness to learn new things:-It is the ability to improve our skills and knowledge by being open to new ideas and experiences. The people who accept challenges and treat them as opportunities than threats develop personally. Employers always look for those who are flexible, honest, adaptable and resilient.
- e) Life is dynamic. Whatever we learn today becomes outdated tomorrow. Hence the best way to survive is to develop adaptability and keep learning. Adaptability is the ability to change according to the changing working conditions and being flexible and enterprising.

Being calm, taking up challenges, and accepting diverse views develop flexibility. Working effectively, patiently, being competent and persistent, Positive way of tackling the issues creatively, being resourceful, learning from previous mistakes, taking initiating to improvise are the employability skills required to stay employed for life.

Employability skills and adaptability in career:-

Career adaptability is the ability to adjust and fit into new and work environments in one's career by proper planning, exploring and taking the right decisions for one's future. The career construction theory of Mark L. Savickas says concern, control, curiosity, and confidence are important for career adaptability.

The people who acquire mastery in hard skills and soft skills along with their educational qualifications required for a particular profession succeed in the profession. Mren Markes (2006) researched on type of employer skills need with special reference on engineering skills and manufacture employees and identified the need and strategies to develop employability skills through cooperative, inclusive, transparent, centrally coordinated approaches to skills assessment, monitoring, and development.

The people who don't have employability skills fail to get good opportunities in life Song Ju, Dalun Zhang, Jacqueline Pacha, (2011) researched on Employability Skills Valued by Employers as Important for Entry-Level Employees With and Without Disabilities and found out that individuals with disability without employability face problems in getting a job. The study examined the employability skills expected from the employer's perspective and found out that there are different expectations for employers from a gender experience point of view.

IsraSarfraz, Diana Rajendran and Chandana Hewege (2018) researched an exploration of global employability skills a systematic research review, investigated key employability skills identified for the global level. Hence it is the need of the hour to train the youth for employability skills to succeed in getting employment and be successful in their life. The following strategies help to enhance employability skills for better career adaptability.

1. Education, Training and Practical application in the concerned field.
2. Joining continuing educational courses
3. Participating in internships and work-study opportunities
4. Professional development courses
5. Joining industry
6. Professional enrichment programs
7. Participating in long-range planning initiatives
8. Taking leadership and coordinating roles
9. Participating in strategic planning sessions

10. Participating in peering groups, steering committees, voluntary groups to learn teamwork skills
11. Participating in public speaking, being group spokesperson, giving presentations and requesting for constructive criticism
12. Deciding personal and professional goals and objectives to plan, requesting for performance reviews, asking for inputs and meeting deadlines
13. Joining professional networking groups

Employability skills help people to perform well in the workplace and help the organization to achieve more goals. It helps to step out of the comfort zone and develop confidence. Einstein says "Everybody is genius but if you judge a fish by its ability to climb a tree, it will live its whole life believing that it's stupid". Hence it's essential to develop employability skills to develop adaptability based on the need of the organization, and requirement finding inherent talent of the people for economic development and prosperity of the country.

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