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Developing Interpersonal Communication Skills for Increasing the Campus Placements of Engineering Students

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Abstract:

This paper deals with the importance of the Interpersonal communication skills for the professional students to bring the immediate effects of the globalization. It is generally expected that graduates should be equipped with a balance of technical knowledge and relevant soft skills for the work place. Engineering students are equipped with technical knowledge but lack of soft skills leads to failure in the campus recruitments. The skills which are needed to get into the job and sustain the job for a long run without any problems are called as employability skills. Currently Indian youth have more of an employability rather than unemployment problem. Engineering graduates are lacking in their four major language skills. Communication is a multidisciplinary activity in areas such as listening, speaking, reading and writing. These four language skills are essential for the engineering students to compete in this global work arena.

Keywords: interpersonal skills, technical knowledge, engineering students.

Introduction:

This paper deals with the importance of the interpersonal communication skills for the professional student to bring immediate effects of the globalization. Interpersonal skills are a part of soft skills. English being accepted as globalization language gone beyond the boundaries of six nations used it as their mother tongue and became the language of necessity for entire globe. English is worlds ways of communicating inter and intra culturally, became a language of technology. Wonderful developments in the field of soft skills and communication technology, globalization of education, ever increasing demands for communicative competence in all efforts of life have the learning of the global language, English through soft skills.

The skills which are needed to get into the job and sustain in the job for a long run without any problems are called as employability skills. Currently Indian youth have more of an employability rather than unemployment problem. Although there are number of employment opportunities students are not able to grab jobs as they are not equipped with employability skills. There are several reasons for the present un employability status of the Indian youth. They

lack corporate experience resulting into course content which is more tilted to theory rather than practice. In fact, there is a gap between the art and craft in the current Indian educational system. Art is something that can be read from books. In contrast, craft is something can be learnt by practice. Therefore, blending both art and craft of Indian education is the need of the hour to enhance employability among Indian youth. Pupils can acquire employability through soft skills. Some people call soft skills as employability skills as these skills help in acquiring employment.

Interpersonal skills are the components of human values entities that characterize human nature basing on their qualities executed, as a part of expressions verbal as well as non verbal. Interpersonal skills reflects the human nature possessing self discipline, impressive and influences others to accept their views results to success.

People often think of soft skills as communication skills, in fact there are other skills beyond the communication skills. Other skills such as skills of positive thinking, time management skills, team working skills, analytical thinking skills, decision making skills are needed.

Review of Literature:

Literature survey shows that engineering graduates are lacking in their four major language skills. Communication is a multidisciplinary activity in areas such as listening, speaking, reading and writing. These four language skills are essential for the engineering students to compete in this global work arena. survey conducted by the HR training firm, Aspiring Minds Says that 43% engineers lack in writing skills, 35% engineers lacks in comprehend written and spoken discourse in English, 73% lacks to communicate in English only 3.25% engineering graduates are software industry ready without further training. Survey also shows that 95% were lack in technical skills.

Need for the Research

Technical and job related skills are must but they are not sufficient when it comes to progressing up the ladder. Soft skills play important role to get job. Today there is a huge mass of qualified job seekers existing in the society and the competition within them for job acquisition and job sustainability is becoming tougher. If one has advanced soft skills they will establish themselves as distinct among other job seekers. Identify learner needs and to investigate whether the teaching of English Language through soft skills results in the increase of recruitment in campus placements. To find whether there is behavioral change in students in the college class room. To make them ready for the industrial need.

Hypothesis

The study attempts to assess advantages of the soft skills improving through Reading, Writing, Listing, and speaking skills (LSRW) of the sample learners. Thus the present study was based on the following assumptions or hypothesis.

- i) The soft skills using modern methods particularly with reference to LSRW can enhance the student's ability in learning soft skills.
- ii) The language learning resources and the software used in soft skills language lab sessions help the students immensely.
- iii) Soft skills are advantageous for the learners in improving their LSRW skills.
- iv) Soft skills help the teachers of English in improving the communications in English of their undergraduate engineering students.

Period of the study

Students of B.Tech first year are taken as subjects under study for one academic year. As the student comes from various back grounds it is very easy and needed to imbibe certain skills which are needed for the engineering students. so the researcher wants to fine tune them with skills which are to be acquired by them to get ready for the industry need.

Limitations of the study

As the study is taken for one year English as a subject under study is in first and third year in bachelors of technology, JNTUH, India. Researcher focused on the first year students as the subjects under study to bring overall behavioral change in the students by emphasizing English language elements with soft skills.

METHODOLOGY

The current research endeavored to investigate the effect of explicitly teaching soft skills in a quantitative research methodology. Questionnaire and data collection are the methods to conduct the research. Pre test and post test are carried out in the research and analysis is interrelated between the two tests.

Basic need of developing soft skills through LSRW

Soft skills empower the students to understand "who they are" and how best they can come across as competent individuals in any given circumstances. Soft skills have two major sections. One section involves developing attitudes and attributes. The other section involves fine tuning communication skills to express attitudes, ideas and thoughts well. The successful work integrates ideas, attitudes with appropriate communication skills in verbal and non verbal communication. Attitudes and skills are integral to soft skills. Grooming takes place in the students in preliminary test for English language to determine their level of competence for effective communication both oral and written. The main idea is to ensure that students are oriented to understand the key job and express themselves clearly, correctly and concisely. To achieve optimum results modules has to be made training programs giving stress on language

communication skills with soft skills. The four major formal communicative skills are known as LSRW.

Listening

In relation to communication listening refers to the ability to understand an oral message. One is to understand what one hears. Listening attentively as well as assimilating the information is very important for effective communication. The way one listens reveals one's attitude. Listener's response to the message (interest, empathy, boredom etc.) is communicated through the act of listening. The power to comprehend the delivered information quickly is the need of the hour. Effective listening skill is required for a professional as it is one of the basic and most important skills needed for activities such as interviews, group discussions, meetings etc.

Speaking

The most required skill in professional and social spheres is Effective Speaking. Effective speaking is the ability to express one's message effectively to the audience through spoken words. The delivery of messages is possible through both face-to-face communication and electronic devices. This skill is very much required for communicating in conferences, meetings, seminars, group discussions etc.

Reading

The act of effective reading requires the skills of decoding and comprehending the written message. Thus reading is a complex skill. The reader has to develop different skills such as vocabulary, fast reading, and intensive reading. Fast reading skills include; a) scanning, and, b) skimming. Intensive reading includes; a) thorough reading, and, b) inferential skills. Extensive reading means reading for pleasure.

Writing

When we write down a graphic element on a piece of paper, it becomes a written document. This written communication is the second form of communication which is transmitted through words. Effective writing skills are required to write documents such as reports, letters, memos and emails. Written communication is more important than oral communication because it is a permanent record of one's transactions and it can be referred to at any point of time. Only practice can perfect the writing skill. For effective writing, one must write rough draft, rewrite, and finally learn to edit and make a final draft without out any mistakes. Much of the soft skills are to be poured and taken care while drafting the business letters and emails in order to get effective response.

Conclusion

Soft skills training is essential because it is not part of our academic curricula instead of outsourcing the soft skills trainers it is recommended to bring the soft skills training within the curriculum. Much importance has to be given for group discussions, interview skills, and presentation skills to imbibe soft skills which help them to get better placed in the corporate world.

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