

Impact on Skill Development For Graduates

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ABSTRACT

Any language is difficult and easy. Language serves many purposes. Absence of language is mere dearth of communication. The role that language plays is immense, since time embarked. Identified as the need of the hour, the four necessities in language or commonly known as the four skills- Reading, writing, listening and speaking plays a vital role in any language. They are separate yet bound together with an inseparable bond. Teachers should work to create the necessary condition for students to learn effectively and reach the desired outcome. The skills should be addressed in a way that helps students meet the standards for them and develop their communicative competence gradually. This encompasses: Listening and speaking: Listening skills plays a vital role in the teaching-learning cycle. A student learns better when he can listen better. All the way, listening should be enhanced in their life as to be a greater speaker. The attitude of the listener is another stepping stone to achieve this skill. When they have words read, ideas written and thoughts heard, all need is to express- their speaking skill. These two skills are highly interrelated and work simultaneously in real life situations. Reading and writing: Reading is fun-way to knowledge hunt. Read or see innumerable quotes and proverbs on reading. It is true indeed- reading brings wisdom. Through reading, they learn a lot and it is the most prominent language skill. Students need opportunities to develop their reading and writing skills. This study is conducted with an objectives of identifying the lack of skills, types of skills, importance of skills development and etc. The study is based on secondary data collected from educational reports, magazines and theoretical research papers. Review findings revealed that graduates' skills requirement and also the graduates' skill enhancement capabilities should be taken into account in formulating future skills assessments.

KEY WORDS : SKILLS, READING, WRITING, SPEAKING AND LISTENING.

INTRODUCTION

Skills development is the process of identifying their skill gaps, and developing and honing these skills. Skills determine their ability to execute their plans with success. According to the International Labour Organization (ILO) "Skill Development is of key importance in stimulating a sustainable development process and can make a contribution in facilitating the transition from an informal to formal economy. It is also essential to address the opportunities and challenges to meet new demands of changing economies and new technologies in the context of globalization." Skill building is a powerful tool to empower individuals and improve their social acceptance. It must be complemented by economic growth and employment opportunities to meet the rising aspirations of youth. The challenge lies not only in a huge quantitative expansion of facilities for skill training, but also in raising their quality.

OBJECTIVES FOR THE SKILL

The general education program has six skills areas with the following purposes.

WRITTEN COMMUNICATION

The overall objective is to develop students' written expression of thought and provide learners opportunities to explore ideas and to build connections between content areas. It is completing the general education program are: Demonstrate the capacity to use various writing forms like journals, notebooks, reports, essays, research papers, and others to achieve the specific purposes of the course, Demonstrate the capacity to effectively integrate multiple sources (primary and secondary, electronic and print) into the writing assignments of the course.and Demonstrate improvements in written expression of thought by utilizing various techniques (such as peer review, multiple drafts or revisions of assignments after receiving feedback).

ORAL COMMUNICATION

Oral communication skills are divided into a variety of communication activities, from informal discussion to formal presentation. It is helps for students completing the general education programs are Clearly state questions, concerns, and ideas , Verbally condense larger amounts of information into concise, condensed analysis and Discuss among various size groups of students so as to be able to contribute without over powering others,. Give a clear, organized and accurate oral presentation of course material for example, summaries of readings, research projects, analyses of arguments, persuasive speeches and others.

CRITICAL THINKING

It is to develop students' reasoning abilities by incorporating reasoning tasks and practices into general education courses. Critical thinking objectives for students completing the program are Identify and state arguments, Identify the main point in a passage or essay and state the reasons that support a given choice, Identify assumptions and state the implications of an argument, passage, or theory, Write an essay that comes to well-reasoned conclusions and solutions.

QUANTITATIVE ANALYSIS

It is to provide students with an approach to problem solving through logic and reasoning. It is used to identify, analyze, generalize and communicate quantitative relationships. These analysis objectives for students program are translate problems into mathematical form, construct and interpret visual representations of mathematical relationships, determine quantitative relationships and solutions to problems and draw inferences from data that could be incomplete under conditions that are uncertain.

RESEARCH

It is to ensure that students are able to formulate a researchable question and can identify and utilize resources in order to document findings and draw conclusions. In this related programs are Identify types of resources necessary to formulate a researchable question, draw conclusions based on the results, document research findings andcommunicate the outcome of the research findings.

INFORMATION AND COMPUTER LITERACY

This literacy to ensure that students acquire a basic skills that are needed to research information with the use of information technology and critically evaluate that information. This objectives related program are determine the extent of information needed, Utilize computers to create

documents, and to retrieve and communicate needed information effectively and efficiently, evaluate information and Use information effectively to accomplish a specific purpose.

IMPORTANCE OF DIFFERENT SKILL

REASONS FOR SKILLS DEVELOPMENT IN AN ORGANIZATION:

- Skill is essential for employees to not think of what they do as a job, but rather a career. When they groom and develop skills, they soon learn what they are doing is more than just a job or a means to an end.
- The world is moving fast and rapidly changing. Employers need to make sure that their employees are skilled and are well equipped to deal with these rapid changes.
- Skills development always leads to competitive advantage. In order to be the best, they need to have something that nobody else has.
- Growth is very important personally and in an organization. Employees need to stay learning in order to grow. Organizations should not only focus on those who already have leadership positions, but should also focus on developing and grooming those in junior level positions.

IMPORTANCE OF SOFT SKILL

Soft skills are personal attributes that enhance an individual's interactions, job performance and career prospects and hard skills which tend to be specific to a certain type of task or activity. We could say that soft skills refer to personality traits, social gracefulness, fluency in language, personal habits, friendliness and optimism that mark to varying degrees. Soft skills complement hard skills which are the technical requirements of a profession. It can also be an important part of the organization especially if the organization is dealing with people face to face. The reorientation of education which is one trust of education for sustainability also relates the importance of these so-called soft skills. Vast research and expert opinions have been sought in the effort to determine the specific soft skills to be implemented and used in teacher education programme. Based on the research findings obtained, seven soft skills have been identified and chosen to be implemented in all institutions of teacher education. They are

- Communicative skills.
- Thinking skills and Problem solving skills.
- Team work force
- Life-long learning and Information Management
- Entrepreneur skill
- Ethics, moral and professionalism and
- Leadership skills

IMPORTANCE OF SKILLS FOR EMPLOYMENT

Importance of soft skills for employment are Leadership Teamwork and collaboration ,Decision-making ,Problem-solving ,Time management ,Passion and optimism ,Critical thinking skills, Willingness to learn ,Self-motivation and self-direction , Making presentations , Small group discussions , Writing business communications , Writing proposals and Writing memorandum.

IMPORTANCE OF SKILLS FOR DIFFERENT PROFESSIONS

The students were asked to indicate the importance of skills for different business and professions. Students felt that skills were important for those jobs where business professionals need to frequently communicate and interact with customers and other stakeholders, such job positions as marketing executives, sales personnel and insurance consultants. They felt that professionals involved in back office jobs such as financial analysts, auditors and accounts, need comparatively lesser levels of skills. Although business professionals engaged in such jobs probably less frequently communicate with external customers, they still need good soft skills to effectively discharge their responsibilities within the organization.

IMPORTANCE OF SKILLS IN LESSON HOUR

Learning process puts both parties toward each other, what it teaches, and what it takes, the teacher and the student. Today takes great importance to the training of students to teach themselves, their education, equipping them with the skills of independent work with the most advanced methods of learning conscious, sustainable, active and creative. The teacher is free to use a variety of methods and strategies of teaching / learning to suit the needs of students in different classes. He combines these methods during the learning process and adapts according to the increasing development of linguistic competence and independence of student development, the consistency of this process. Teaching has at its center the method of communication, task -based methods, functional methods and situations as real life etc . These methods are realized through various strategies and techniques, according to language skills like listening, speaking, reading, writing. Teaching of English to be successful, the four skills, reading, listening, speaking and writing, should be integrated in an effective way.

Listening skills have been a great concern for language teaching theoreticians and teachers since it is regarded as one of the prior conditions of oral output in language learning process. For those who assume that second language learning is quite similar to native language acquisition, listening is a sine qua non in language learning in that listening is the primary tool of learners to create their understandings in target language and acquire the input.

The skill of reading is one of the most important to teach our students. It is a life skill that enables them to extend their concepts, gain information as the basis for other learning. Reading is a vital skill in finding a good job. Many well playing jobs require reading as a part of job performance .There are reports and memos which must be read and responded to poor reading skills increases the amount of time it takes to absorb and react in the workplace.

Writing is a gem to pick. A person with good writing skills is always victorious at expressing oneself. The writing skill is the 'hard copy' of your intellectual level or the level of their expression. The writing process is taught in schools and colleges.

Speaking is all special. This skill is as important as the others. When they have words read, ideas written and thoughts heard, all are needs to express- their speaking skill. What you speak will determine the expressiveness. Speaking has many masks- public, friendly or academic contexts are few from the lot. Each context has the same need for the skill. Statistics reveal that when talk, they use five syllables per second and there are more than forty different speech sounds. proper pronunciation, diction and building a good vocabulary should be on their prioritized list. Avoid the one word answers or queries.

BARRIERS TO PRACTICING COMMUNICATION SKILLS

- Lack of confidence
- Nervousness
- Shyness

- Lack of proper training
- Non-encouraging environment
- Language deficiency
- Lack of knowledge and Cultural barriers.

EFFORTS BY ACADEMIC INSTITUTIONS FOR IMPORTING SOFT SKILLS

The institution should made several special arrangement to skill development of students. They are

- Workshops/ guest talks
- Job hunting
- Company orientation sessions
- Career advising sessions and
- Students coffee sessions

CONCLUSION

This studyconcludesthe teaching of English to be successful, the four skills are reading, listening, speaking and writing, should be integrated in an effective way. These skills should be addressed in a way that helps students meet the standards for them and develop their communicative competence gradually.They form a strong relationship with each other as skills. Students need opportunities to develop their all skills. Skills activities in the language classroom serve many valuable purposes: they give learners scaffold support, opportunities to create, contexts in which to use the language for exchanges of real information, evidence of their own ability (proof of learning) and, most important, confidence etc

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