



EMPLOYABILITY SKILLS - THINKING BEYOND ACADEMICS AND ROLE OF TEACHER

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ABSTRACT

Through this study main focus has been given on development of employability skills which may be fruitful for bright future of an individual, especially in the field of teaching. In this age of globalization, the developing countries like India are facing the problem of unemployment very badly. A person having theoretical knowledge only is not being fit for any job. Multifaceted person are needed in every walk of life. Employees, belonging to different fields, are in search of such type of youngsters who possess a wide variety of skills along with resourcefulness and adaptability. This is why the concept of employability skills took birth. Now the employers give importance to those youth who are loaded with transferable skills along with degrees. Here, being the student of education, the researcher tried to clear the concept 'How the teacher thinks beyond academics?'

Key words: Employability, Academics, Resilience, Enthusiasm, Imitation etc.

INTRODUCTION

Today, in this competitive age, every mouth speaking loudly about the problem of unemployment in every field of life and finding a job has become tough in this technical era. There is a worldwide drastic change in culture of work. Employers, belonging to different fields, are in thrust of multi-access, resourceful and adaptable youngsters who possess variety of skills which can be used in a wide range of careers. Then a question arise – how

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could our youth may be able to get suitable and respective job? The only answer strikes in mind is to produce such type of youth who are enriched with specific set of attributes, skills and knowledge which will ensure the employers that these youth may be able to change the face of work place and the employers and economy of country will be benefitted. Thus, the concept of Employability Skills took place in the mind of thinkers.

PURPOSE OF THE STUDY

A healthy effort has been done by the researcher to establish a relationship between a degree and employability skills. Supporting the fact that having only a valid degree is not enough to get a desired job but for being employable good communication skills, commercial awareness, global vision, and willingness to learn resilience etc employability skills also needed.

RATIONALE

For this purpose the researcher gone through the different studies and articles for having deep knowledge regarding employability skills. In this series he studied the article ‘What are Employability Skills?’ published in The Workplace (September 15,2000) volume 1 issue 3 and found Job readiness skills are bifurcated in three categories- Academic skills, Thinking skills and Personal qualities. It was proved by this study that these are mainly called ‘Teachable Skills’. Further, Garavan (1999) defined ‘Employability as the new form of psychological control between employees and employers.’ Robinson (2008) defined ‘Employability skills are basic skills necessary for getting, keeping and doing well on a job.’ Rasuls (2012) suggests that Employability skills can be defined as a foundation for graduates to successfully get a job and to develop their career.

To know more about employability skills, these two words are being discussed separately:

Employability - The capability of getting, maintaining and keeping satisfactory work is generally known as Employability. In other form we can say; the quality of being suitable for paid work. Thus, Employability does not mean only just being a job holder but also it is a set of different skills understandings along with personal attributes which enable a graduate to get employment and to be successful in chosen occupation throughout his working life.

Skill– A type of work or activity which requires special training and knowledge and enables individual to get a job. In the field of Education Skills include listening, communicating, programming, design and above all organization.

Employability Skills – The personal qualities and values along with the essential skills which enable a person to thrive in any workplace are called as Employability Skills.



“A set of achievements understanding and personal attributes that make individual more likely to gain employment and to be successful in their chosen occupations”

- Peter Knight and Mantz Yorke.

These skills may be called as transferable skills or personal skills. At present these are known as ‘Career Management Skills’.

Thus concluding, it can be said that these are the soft skills which help an individual to prove himself special one rather than other candidates who are in the same boat having similar academic qualifications. In job descriptions these are never highlighted but person loaded with these skills always shines like Sun and attracts everyone’s attention.

One can build his/her employability skills through participation voluntarily in unpaid work, indulging in paid work, community work, group activity by taking active part in sports and other hobbies.

A degree is not enough to get a job but for being employable some other factors also play crucial role .i.e.- good communication, reliability, dependability, willingness to learn new, patience and adaptability are the key factors which help a person in following ways:

- Introduce about specific knowledge regarding such particular job.
- Develop the capabilities to change the theoretical knowledge into practicability.
- Develop the thinking of individual regarding favorable job opportunities.
- Prepare the individual to draw attractive sketch of personal and professional abilities on paper regarding particular job.
- Develop the ability to present himself confidently, frequently and fluently during the interview
- Make him aware about ups and downs of job market due to unavoidable circumstances.

The above cited facts do not prove that the degree is just like a showpiece. Really the degree may be needed as basic requirement for that particular job but to prove oneself fruitful for that job along with the degree, one should aim to develop some specific employability skills.

EMPLOYABILITY SKILLS AT A GLANCE:

A range of skills expected among applicants by employers are being specified as under:



Communication: A bunch of five elements- sender, receiver, message, medium and feedback which helps in smooth and perfect delivery of communication.

Team working: An ability to know own role in the team which develops healthy relationship among colleagues and increase job satisfaction.

Leadership: It develops the quality to manage, motivate and train the teammates to attain the desired goals.

Imitation: A skill to do the action of using someone or something as a model.

Problem solving: The act of finding the cause behind the problem and by selecting and implementing the best solutions which leads to desired results. A skill

Flexibility: A skill having power of adjusting to new demands.

Enthusiasm: A skill full of strong feeling of eagerness to do an activity.

These are some skills, much in demand at workplaces, which help the youngsters to stay relevant and improve their efficiency. Generally one skill overlaps the other one and by improving one's skill one may also improve in a number of others. Generally he works on his leadership but unknowingly the skill of verbal communication, power of decision making and planning ability improve automatically.

HOW A TEACHER THINKS BEYOND ACADEMICS?

Here, I would like to discuss about teachers who obviously wish to be good at teaching not only needed to be good in instructing and making presentations but also along with these skills the power of understanding the problematic situation along with having patience during listening are also needed. Their analyzing power to look into the matter of slow speed of making progress by those students, who have potential to do better, also proves them different from others. For making good synthesis of different skills role of teacher has great importance.

As the main aim of education is all round development of a person and for getting this aim successfully teachers give their best to prepare their students in such a way that they may prove themselves as an asset for their profession and also for society. Thus, the teacher tries to develop the following skills among his students:



Verbal communication -This makes him able to express ideas clearly and confidently in speech. A teacher having good verbal communication skill always avoids the misunderstandings and wastage of time which leads towards impressive teaching.

Team work—This develops confidence to work within a group, improves work productivity and helps to resolve disputes easily.

Written communication -This makes him able to express himself clearly in writing.

Commercial awareness— The teacher helps his disciples by providing commercial awareness and develops among them the ability to understand the education system so that they may be able to choose suitable planning for betterment.

Power of Analyzing – This helps him to establish facts, principles and relationship among systematically gathered information.

Taking Initiative – This makes him able in putting forward ideas and solutions towards new situations.

Planning - Makes him able for organizing the activities in planned way and carried out till sure success.

Time management -Helps him in prioritizing tasks to finish the work under dead line.

Global vision- Makes him able to speak and understand other languages to appreciate different ideologies.

Convincing skill - makes him able to influence and convince others by negotiating and persuade to reach agreement after healthy discussion.

Computing skills - These are needed for word processing, using data bases, spreadsheets, the internet and email etc.

Self awareness - It is needed to be aware about one's innate powers, strengths, values and weaknesses.

Confidence -This presents a strong professional positive image to others.

Tolerance - This helps to maintain desirable performance under pressure.



Professionalism - It pays care and attention to quality in all their work.

Action plans - This makes him able to take right steps and their implementation to achieve particular goals.

Decision making – Adaptation of the best course of action among available options based on logic and present solutions.

Views Sensitivity–This helps to recognize and respect different perspectives an individual always ready to be open hearted towards the ideas of others.

Inventiveness – Generation and application of new ideas and solutions.

Reliability – It helps to complete the work by dead line and turning up when you are meant to be there.

Willingness to Learn Resilience – A key behavior which helps an individual for being open to new experiences and information to improve his own abilities and enjoyment.

Resilience– The capacity to recover quickly from difficulties.

Critical Thinking – It makes individual able to analyze information and situations effectively keeping away his own biases.

Adaptability–It helps individualsto be adjustable in changing circumstances.

Emotional Intelligence – Ability to handle emotions through perception, demonstration and interpretation and relate them effectively for construction of new concepts.

CONCLUSION

For bright future in teaching profession all the above employability skills are required at every cost so that a teacher can be able to devote hundred percent of his capabilities. In this modern era getting employment only having the degree is not possible and the key to success are employability skills. That is why it is necessary to think beyond academics.



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