

Analysis of Soft Skills at Freshman Induction Program in an Engineering College.

Dr. B.K. Rajya Lakshmi,

Assistant professor, Department of Humanities & Sciences (H&S), Hyderabad Institute of Technology & Management (HITAM) Hyderabad, Telangana.

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ABSTRACT

Education plays an important factor in one's life. It is the key to success and makes way to several opportunities. Education plays a major role in an engineer's life in developing oneself in society, community, and also the country. One can do wonders with the knowledge he/she has in this modern era. Students who recognize the importance of soft skills on them are able to master their students more important and complete their communication challenges in a group or individually they are understanding and proving soft skills as they present themselves to be professional and who can also play an important role in their future.

Communication is a sophisticated topic in the engineering sector, even though a person is highly educated his/her impressions are highly based upon how confident and how well he/she is with others. It increases social responsibilities for not only society but also to the country. Through proper communication, we can easily start a conversation irrespective of country, caste, and creed. Communication for engineers is like "Oxygen for humans". Soft skills as personal attributes that influence how well you can work or interact with others in your surroundings these skills make it easier to form a good bonding and relationships with people create trust and dependency towards your work and flexibility to team lead or team player work.

Keywords: Importance of education, communication skills, soft skills, education, and soft skills training in engineering classes.

I. INTRODUCTION

Soft skills had become the main and most important core for engineering students. Soft skills majorly speak about personal development. It also focuses on body language which plays a vital role in job positions. Soft skills make students

successful in the workplace. Engineering students should have soft skills classes that modify the development of students mindsets, behavior, thoughts, and so on. The education, as well as the market, seems to be changing day by day faster compared last few decades. The market in a decade ago and today's market has a brilliant academic record with added work efficiency where well-sorted people are only placed and other people are not accepted, why they do not reach the work expectation and experience? They are not sufficient enough for the ingress and escalation in the corporate world. Many management colleges and training centers are trying to implement soft skills as a part of academic criteria. This paper is based on an empirical study conducted between students regularly exposed to soft skills sessions and those who are deprived of the same sessions. I have taken a group of five students in the college in which few are trained and others are not trained in soft skills and communication skills sessions and the gaps are highlighted by filling them and what can be done more to make the students practically learn soft skills in the form of induction program in a college.

Any profession or any work is to be labeled as a professional and quality full. A qualification or degree is a part of the document but the domain knowledge, today's professionals need to possess a high

This article intends to give an insight to these engineering colleges on the importance of incorporating soft skills sessions and those not exposed to the same, concerning their overall soft skills levels. Practicing the qualified skills to be learned to study the skills which are well-practiced in the training session.

Hard skills contributed to only 15% of one's success while the remaining 85% is made by soft skills (Watts M and Watts R.K, 2008). It is such a great skill that can be taught practically not always in the classroom. It is a special skill that can

be practiced by students with other students of the same grade or degree and also can be practiced in the workplace with colleagues or by anyone. Despite such a great relevance, Telanganastate people are yet to introduce soft skills in their curriculum.

II. LITERATURESURVEY

1. The RITAJOHAN AND JOHAN HARLAN - EDUCATIONNOWADAYS

This article was published in October 2014 and was edited by editor@tjprc.org. This author speaks about education, and how education changes dynamically following the needs of human beings. Even I agree with the point is how good the facilitation given by local government providers, people will get a good education

2. SHERWYN P.MORREALE AND JUDY PEARSON - WHY COMMUNICATION EDUCATION IS IMPORTANT

This article was published in April 2, 2008, and was published by the national communication association. This article's main agenda is to make people to know the importance of education, how it enhances the organizational process and organizational life, and how it helps individuals to succeed in their careers and business. The results of this study are compared to themes identified in a similar study published in 2000. And its reference is more than 99.

3. ENGINEERING AND COMMUNICATION INTEGRATED LEARNING - COLLABORATION STRATEGIES FOR SKILLS AND SUBJECT EXPERTS

This article was published in January 2010, the authors were from Chalmers, KTH universities of technology. This article deals with the integrated learning of communication and communication skills within engineering education and on respective roles of the communication expert and the subject expert in courses and throughout the curriculum

Definition:

Soft skills are the essential skills or personality specified skills in the organization and working place. According to Hewitt Sean (2008), soft skills are “non-teaching, personality-specific skills” that determine an individual’s strength as a leader, listener, and negotiator, or as a conflict mediator”. It is a traitor ability of attitude towards relevance and behavior rather than of knowledge or technical aptitude. (Tobin, 006).

Soft skills are different and distinct from Hard skills, Soft skills are those skills that add more value to the hard skills adorned by an individual.

Soft skills are more appreciated and valued than hard skills The soft skills include work ethics, Professionalism, personality, traits, graces, personal habits, friendliness, opportunities, communication teamwork, leadership skills.

It is harmonizing skills that serve up to unlock the prospective for highly effective performance in people even with good hard skills.

Need of research and Developing soft skills in engineering colleges on activity base:

Soft skills plays a very important role in this vigorous commercial epoch. Today there is a huge mass of qualified job seekers’ skills existing in the society and the competition within them for job acquisition and job sustainability is becoming tougher, challenging role mental stability and flexibility is very important. To get an edge over the competitors they are lifting with no other choice but to add worth to their hard skills with soft skills to exhibit their true potential. If one has got advanced skills to exhibit their true potential. If one has got advanced soft skills they definitely will be able to establish themselves as distinct amongst other management job seekers.

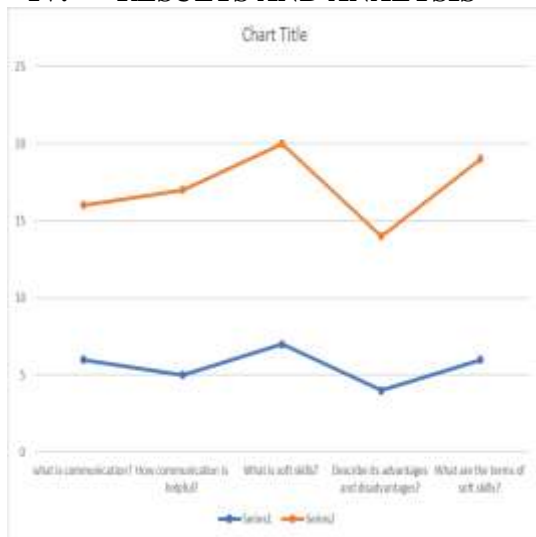
III. METHODOLOGY

In this, the process they conducted in this program through different places. One was in the open sky and the other was in the classroom. In the open sky, they had various samples(games) to describe soft skills and the terms of soft skills to first-year students of engineering. The total strength of students was 80 and was divided eventually. Teams were allotted a few games as tasks and described teamwork. In the classroom, they had a PowerPoint presentation, which includes different types of body language. Students thought this will adapt themselves to the frame of today's employment lifecycle. By this students can develop their thought processes to solve the problem and complete the task assigned to them. Students can make their position or identity through their flexibility.





IV. RESULTS AND ANALYSIS



The above graph properly indicates the thought process of students before the session and after the session. Students understood what they need in today's workforce. Like

- Teamwork
- Problem-solving skills
- Communication skills
- Work ethics
- Adaptations
- Personality development
- Flexibility
- Organization skills

Describe the graph and try to do write some research on it,

Interactive activity-based learning for developing good communication for active learners:

The word 'interactive' is the key of having an effective and efficient teaching and learning process where the mentor can grab the attention of the learners. Activity-based learning can affect both active and passive listeners. As there will be equal participation of students. In soft skills classes, they conducted few activities for developing their reasoning skills. Students participated in games allotted to them. The main agenda behind it was to make students to understand what teamwork is, how it will be helpful, what are the pros and cons and how to overcome the hurdles.

Through these listening activities, students will have a major impact on their employment opportunities and positive relationships with others. For instance, during the announcements, everyone focused to obtain the information and responded appropriately with their team members allotted to them. Students were analyzing the problem and provided feedback for solving their obstacles.

While these activities were performed, students developed their reasoning skills, their communication skills so that they could have proper coordination with others. They shared their positivity for achieving their goal. Everyone focused on the goal with equal efforts and hard work. They were adjusting to the frame and tried to make their own identity by equal participation.



As a whole, interactive activity-based learning improves their communication. The main objective for these activities was to develop students' minds for target setting, flexibility, and adaptation. Few

findings which students agree were focused on positive relation, self-confidence, and motivation.

Soft skills training for flexibility in the form of games: (Criss-cross running)

The games which was conducted through the soft skills training are Throwball, kabaddi, carrom, criss-cross running, and chess.

Throwball: It needs a lot of coordination for the players to exhibit equal energy, hard work, and coordination. Each and everyone focused on the aim to throw the ball into their opponent's court without occurring any fouls. Players never wanted to miss the ball thrown at them to make their team win. Students sustained their participation till the end of the game.



Kabaddi: In this activity students mainly focused on a few things, which are stamina, presence of mind, multitasking abilities, and speed. This is a physical game which mainly plays an important role in developing their stamina and concentration. It controls players' breath which is also a powerful form of yoga. Students while performing had a quick response to come up with their strategies to win. They were quick enough to attack or defend the opponents while chanting the word 'kabaddi'. Through this game, students developed their concentration and were building up their multitasking abilities. Few skills like understanding the opponents' game plan will help enhance the presence of mind.



Carrom: The player's main aim was to hit the red coin to win. With this, they are developing their concentration level, focus, teamwork, and patience. These qualities will develop students to stay attentive throughout the game. It helps in improving analytical skills, sharpens minds, can also develop our predictions by their game plan. Players attentively listened to the rules and regulations and tried implementing personal ideology when required.



Crisscross: In this activity, players maintained their spirit to complete their task and encourage others when it was others' turn from their team. Through this students competed with the other teams. The cones were acting like hurdles and obstacles but they crossed those cones with a lot of concentration and also motivated positively.



Chess: Chess mainly focuses on improving memory. It elevates creativity spirit. This activity not only develops perspective but also boosts planning skills according to the opponent. This mainly includes problem-solving, creative thinking, strategic, memorization skills, and improving IQ levels which will be useful for employment opportunities. Through this we can evolve sportsmanship, can work with calmness under pressure concerning and can make decisions both visually and analytically.



The study: Engineers should develop their sustainability in any circumstance to reach their position. They always have to maintain four pillars of human, social, economic, and environmental. They have to improve their skills to motivate people, understand the problem, and think of a proper solution to overcome the problem.

Engineers should be trained in such a way that they should get adapted to people's ideology and current infrastructure. They have to sustain their leadership qualities for adapting to the frame with others. Through training, students shall transpire problem-solving. Engineers ought to process acquiring knowledge at every stage.

Job seekers need to have a proper way to communicate with their mentors. Respect their mentor's position and might work according to their location.

Objective:

1. To find out the nature of the impact of the soft skills training on the soft skills levels of engineering students.
2. To find the major output of the students after attending the soft skills session practically work is done outside the classroom and in the classroom, with trainers and students interaction.

Hypothesis

1. Soft skills will significantly improve the standards of the student in getting things done and finding solutions in the student stage (Learning).

Research design

The research design was adopted for the students of engineering by writing a 'pretest' and 'post-test' experimental design with two control groups.

For the study, the researchers segregated two groups, one experimental group and another one is control group. The experimental group was exposed to soft skills training (the independent variable), while the control group was exposed to the regular content related to engineering training. For the study researchers selected only those students who are related to maths and science background and their ability towards language was approximately the same according to their economical and social background.

It is assumed that every student is taken care of their parenting and environment in the college as freshmen with care, respect and make an equal and similar impact on the students belonging to both the control group and experimental group.

Sample Size

The total sample size was 40 students. Twenty were included in the control group and 20 were in

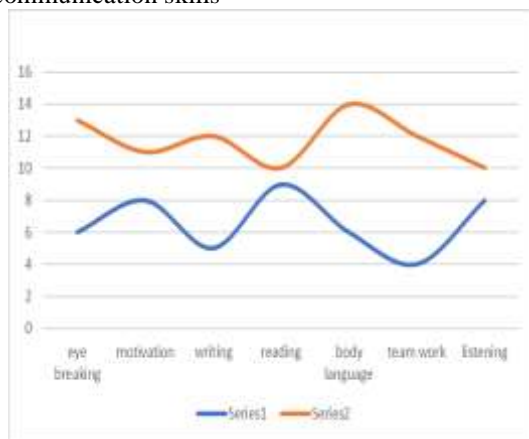
the experimental group, using a simple random sampling method.

Tools of data collection

Soft skills of the students were measured using a soft skills scale used by employers. The scale consisted of 10 questions related to different soft skills components. It was a five-point scale. The scoring of the scale was done in such a way that the cumulative value of one individual's response to the scale will give the overall soft skills value of the respondent. The score of the scale was done in such a way that the cumulative value of one individual's response to the scale will give the overall soft skills value of that respondent.

Analysis Plan

The study assumes that both the experiment and control groups were good in their behavior. However, they did not have adequate communication skills



The above graph indicates two lines. These lines represent students before the session and after the session.

series1-students before the session.

series2-students after the session.

Limitations of the Study: The researcher tried to implement soft skills based on activity and classroom-based teaching. The activity was interesting and learned various skills.

Result: Students develop their communication skills, their body language, and the way they communicate formally or informally through these sessions. Those students who are regularly exposed to soft skills sessions will have an edge over other students not only for employability but also concerning overall personality development. Today, new generation companies are expected to adorn soft skills with their technical skills.

Objectives of a soft skills training program in college with freshmen:

The main objectives of the soft skills training important to engineering students were to;
Develop confidence ineffective

INTRODUCTION: Students who decide to go for higher-level education abroad should be taking exams which take part in speaking skills as well. They should have proper communication to tie up with others and face the challenges with confidence. Most of the students face a lot of problems in communication and understanding the competition level in the market while facing interviews and job opportunities.

AIM: Communication skills and soft skills are essential for engineers who aspire to carry out their professional practice in the global arena. Engineering communication skills are a basic core element such as fluency and the fundamental of visual communication

OBJECTIVES: A survey was conducted in a class. In the session, a few questions were asked. Four students were selected randomly.

Q . HOW IMPORTANT COMMUNICATION IS FOR ENGINEERS?

A .communication builds job opportunities for graduated students.

(THEY SCORED 10/15)

Q . DESCRIBE SOFT SKILLS?

A. Soft skills are new to me. I don't have much knowledge about that. All I know is that it is accessed through teamwork, body language, etc

(THEY SCORED 12/15)

Q . HOW CAN WE DEVELOP OUR COUNTRY AND LEVEL IT TO OTHERS?

A. Through proper education. making people aware of the power of education and we can level up to others through communication skills.

(THEY SCORED 13/15)

Q . WILL STAGE FEAR MAKE YOU COMMUNICATE WITH PEOPLE?

A. NO,

(THEY SCORED 8/15)

After these questions, they started the actual session of what communication is, in what way it helps to build up a career, and how it makes you confident to speak appropriately. They taught how soft skills adjust you to the employee situation, how a team works, how you need to maintain your body language.

After the session again they raised a few random questions.

Q.WILL COMMUNICATION DEVELOP THE COUNTRY? HOW DOES IT HELP ENGINEERS?

A. Communication will help students for their job opportunities not only in India but also abroad. It develops the country in many ways.

(THEY SCORED 13/15)

Q.WHAT WILL YOU GAIN FROM COMMUNICATION SKILLS?

A . We will gain respect, gain our own identity, provides many opportunities

(THEY SCORED 14/15)

Q.WHAT IS TEAMWORK?

A . Teamwork is also vital for success in any position, especially for roles that require working as part of a team.

(THEY SCORED 14/15)

Q.WHY SOFT SKILLS PREFER POSITIVITY?

A . Positive attitude always helps to overcome problems. Positivity also defines leadership qualities.

(THEY SCORED 14/15)

V. CONCLUSION

Gaps in other research take three research papers by google and say their loop in research, My changes on activities-based learning.The vision of students towards learning was changed.What I observed in student learning, Before, and after learning education on activity-based learning, Standard was 10- 5 was interested after the activity all were interested. Now they are industry ready for drives and interviews because they have some experience in industrial work and communication (responsibilities)

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