

**Title:**

**Soft Skills significance for Education and Career**

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**Abstract:**

The development of human capital is largely based upon on sound education system, it must be well-designed and planned. The training and education of the teachers itself is an important phenomenon which is very important to meet the needs and expectations of the society .They should be equipped with various sort of skills and knowledge to uplift the education system as whole. So, the curricular approach of teacher education should give more weight on soft skills abilities of teachers. This paper aims to presents the importance of soft skill training in teacher's education and career. The study is mainly qualitative and based upon the secondary source of information. At the end, the study concludes that soft skill is a vital skill needed for each and every future education and career for the overall development of career effectively.

Keyword: Training, education, Society, soft skills, career

**Introduction:**

A nation's strength is relying on heavily on highly educated and competent manpower to meet the challenges of globalization in fast-paced economy. It is most likely that person having positive attitude, sound communication, self-directed, willing to work and learn and also dependable and resourceful are hired by the organization (Wats M.2009). A developed human capital is very much vital since it drives the nation towards its goal and objectives. A nation will lose it capacity to compete in the modern world if it does not embark upon modernized

ideas and dynamic perspectives. A quality of human capital is produced when there is quality education system exists. There are number of institutes which play an important role in generating competent human's capital which meet the needs and expectations of the organization. It has been found that preference is given to those people who disciplined-based knowledge, and blend of soft skill for moving ahead their career (Mitchell et al, 2010). To acquire such capability, the teaching and learning methods must be capable of doing so. The education curriculum should also provide them with conceptual skill and physical skills as well. According to study Self -motivation, communication, problem- solving and decision making are certain abilities, considered important soft skill (Gupta,2006).The soft skills may be associated with personality traits, social elegance, language proficiency, personal habits and optimism which may vary to some degree. While hard skills related to technical qualifications for job. It is also a vital aspect of the teacher education system, especially in terms of preparing future teacher in systematic manners.

The primarily task of a teacher is to educate students and provide some knowledge about particular subject. It is not only reciting the context of the book, but rather devising some techniques to make lesson more enjoyable and engaging for the students. It is mandatory for the teacher to provide them lesson plans so that the students must maintain relevance with the subject and teaching process. It has been reported that most of the business students do not pay heed soft skills development ( Porter j.2007).This is only possible when they are either link them to current events or to assist themselves to different levels of learning types.

### **Objectives of study:**

The study explains the following:

- To find out the vitality of soft skill in teachers education
- To explore the some of the soft skill in teachers education.

### **Research Methodology**

A questionnaire has made to gather data from undergraduate business management students from various universities. The questionnaire has made of multiple choice and rating scale matrix questions. A close-ended method of questionnaire has been used, however, the respondents were provided with the flexibility to make comments or provide additional information.

A convenience sampling selected has used, and business management undergraduate students from selected universities were approached to participate in this study. The survey continued for two weeks in the Ist quarter of 2021 and a total of 188 students participated in this study.

The study has been done thorough secondary sources. An intensive search was done based on various academic journal databases to achieve an analytical study based on the title of the paper. After conducting the study, a qualitative was approach was adopted to justify the ideas, the researcher highlighted a clear view on the role of soft skills in teacher's education.

### What are soft skills?

It is very important to mention that a person's professional performance, and career are improved by soft skills. According to the study, social grace, linguistic competence personal habits and personality traits are all sort of soft skills. A high performance work system is significant for teacher education so that performance may be enhanced. To achieve community growth and change at large scale, it is deemed considered that Individuals must be equipped with soft skills. Soft skills are the most effective tools and techniques for the assessment of future capacities of the people who are imparting educations. It has been found that the curriculum designers have had to grapple with the importance of soft skill development (Hodges & Burchell, 2003). Teacher education play a vital role for the development of and upbringing the abilities of the students. It is believed that by designing assignment using real-life organization and scenarios, communication skills of business students, particularly for writing persuasive business letters, can be improved ( Addams et al,2010).

Soft skill are considered as non-academic skill which includes: analytical thinking, teamwork, communication, problems resolution, entrepreneurship, professional moral and more important elements of leadership. This set of soft skills should be incorporated into the curriculum of teacher education so that there may be teacher productivity and effectiveness in future.

### Awareness of soft skills

The participating s were asked what skills, are soft skills in their opinion. The purpose of this questions was to know if they have a clear meaning of soft skills. Based on literature review, a list of 14 skills was developed. There were less than 40 participants out of the 188 respondents, considered all the skills, which shows their limited understanding of soft skills. Communication, persuasion, negotiation and leadership were identified as top four soft skills. skills.

Table 1 Soft skill identification

Ranking	Soft Skills	Frequency (n-188)
1	Communication skills	147
2	Leadership skills	118
3	Persuasion skills	112
4	Negotiation skills	107
5	Conflict management	91
6	Time management	74

7	Problem solving	71
8	Teamwork spirit	70
9	Creative problem solving	70
10	Personal effectiveness	62
11	Strategic thinking	61
12	Positive work attitude	54
13	Willingness to learn	48
14	Passion towards work	42

It is interesting to note that willingness to learn, positive attitude and passion towards work were not considered as soft skills. Some soft skills such as ‘Project Management ‘not included

On the other hand, a majority of the respondents were of the view that soft skills are not as important as other professional knowledge and skill and these cannot be improved through practice. This indicates that students have a good understanding of the important and value of soft skills.

**Table 2 General perceptions of soft skills (n=187**

Statements	SD	D	N	A	SA
Soft skills are critical for career development	6	7	39	83	52
Soft skills are highly sought after by employers	5	7	52	89	34
Soft skills are important for getting a better job	5	8	48	95	31
Soft skills are difficult to learn compared to professional knowledge	5	31	48	83	20

Soft skills cannot be enhanced through practice	25	81	47	28	6
Soft skills are not as important as professional knowledge	48	56	38	33	12

SD: strongly disagree, D: disagree, N: neutral, A: agree, SA: strongly agree

To rate the significance of soft skills, participants were requested to use 7-point semantic differential scale. It is important to note that soft skills were regarded the most important for 'getting along with people' (mean score 5.70), followed by 'career advancement' (mean score 5.46). However, the students felt that such skills were comparatively less important for their academic performance.

Table 3 Mean and standard deviation

Purpose	n	Mean (1 -7)	SD
Getting along with people	188	5.70	1.46
Career advancement	188	5.46	1.69
Finding a job	188	5.07	1.64
Academic performance	188	4.29	1.82

They were asked to rate the significance of a set of 14 skills so that they can have the further understanding, derived from previous studies, for the purpose of employment. The five most important skills were identified were: teamwork, teamwork, decision-making, problem solving, and time management.

Table 4 Importance of soft skills for employment

Soft Skills	n	Mean (1-7)	SD
Leadership	187	5.53	1.35
Teamwork and collaboration	187	5.47	1.28
Decision-making	187	5.43	1.43
Problem-solving	187	5.38	1.39
Time management	187	5.34	1.36
Passion and optimism	187	5.29	1.25
Critical thinking skills	187	5.27	1.45
Willingness to learn	187	5.26	1.37
Self-motivation and self-direction	187	5.16	1.40

Making presentations	187	5.05	1.74
Small group discussions	187	5.00	1.50
Writing business communications	187	4.91	1.32
Writing proposals	187	4.68	1.29
Writing memoranda	187	4.62	1.24

It was worth noticing that participants (students) did not consider five communication soft skills to be the most important for seeking employment. It was particularly puzzling as earlier the highest number (147 or 78.2%) of the respondents categorized it as a soft skill. Although they consider communication-related skills as part of soft skills, they do not take these skills as important for seeking employment despite the fact that they need to prepare their job applications and appear for interviews.

**Table 5 Correlation between perceived importance and skills level**

Soft Skills	Correlation
Willingness to learn	.395(**)
Teamwork and cooperation	.384(**)
Passion and optimism	.355(**)
Time management	.231(**)
Self-motivation and self-direction	.416(**)
Decision-making	.244(**)
Problem-solving	.235(**)
Leadership	.186(*)
Critical thinking skills	.305(**)
Small group discussions	.524(**)
Writing proposals	.121
Making presentations	.529(**)
Writing business communications	.184(*)
Writing memoranda	.259(**)

It was shown by correlation analysis that there is a strong relationship between the majority of soft skills and participants' soft skills. The participants secured higher numbers which they considered to be more significant and better. It is certain that they would try hard for those skills which are of utmost significance. There is a strong need that academic institutions should create more awareness among participants about the importance of those soft skills which are important for seeking employment and undertaking work-related activities.

### **Discussion:**

It is very important for the teacher to be aware of the subject matter, taught in the classes which may be of different subjects. An educator's subject matter is evaluated through grades and

examination. There are certain elements which are important for becoming an effective teacher and this can not only be acquired though soft skills.

Communication is the mother of all qualities relating to teacher effectiveness and probably the most important. A teacher of instructor must be well-versed communicator who can manage an effective communication with the overall group or with the individual so that they complete their work effectively. A slightest barrier in communication while imparting education may hamper the entire process. Teacher must make communication smooth so that the students learning may be strengthened on subject matter. Sometimes, there are situation when students feel alienated in the learning process, then it is time for the teacher to utilise their effective communications skills to build trust and confidence among the students.

Soft talent shape people's personalities so, everyone must work on soft skills acquisitions regardless of their subject area. It is possible that to tune, shape and creativity in soft skill through well-planned training program (Kumara, 2008). For tertiary education, it is every individual's dream to be more specialist in their field with a well-rounded education and it is only achievable through acquisition of soft talent. The utilization of soft skills is so important that it may make or ruin a teacher's career. A teacher soft skill ability is to convert its talent according to the demand of the peoples. It is very obvious that a teacher employs abilities and for collaboration with other during the meetings. That's how he demonstrates his critical thinking to control the situation in the meeting and class room's as well. It is also worth noticing that difference in teacher abilities and effectiveness play a crucial role in students' academic success.

The development of soft skills may be explored by engaging with other educators. Some of the activities such as teacher's conference, collaboration with other schools and work shadowing programs are very important in this regards. Practicing soft skills may improve the relation with students, and other team members of the organization. It makes possible for everyone to learn effectively and emphatically.

Over the years, educators, curriculum designer have been looking for the mean to incorporate soft skills into teaching method. It is also emphasized that (also emphasised the point that these skills should be embedded in the curriculum, thus making it easier for students to acquire them (Howe S, 2010). They are on the pace, to redesign curriculum and class room teaching to develop the method so that teachers train themselves in future. However, there is huge gap between soft skills and content of the curriculum as considered by educationist and which is a deficiency in fundamental ability in education sector. On the other hand, Employment sector complaints of shortage in soft skills among the newly graduate students. These skill are regarded as competency skill or core skills required for suitable employment. Some of the students lack these attributes in which may help them in to make advancement in their professional life.

Now, the question comes, how to develop soft skills and its model? The answer lies in the notion that these may be develop through socializing with other and understanding their attitudes, behaviours and some values. Socializing and relationship building are important in soft skill development and the higher secondary schools are better place to include soft skills

into curriculum. In this way, the essential components into class room objectives may improve instructor soft skill scale and they prepare better students for future. Furthermore, the job market is tightening and unemployment is all time low, the organization are still need to fill out the vacant position with some new graduates.

## Conclusion

The study aims to highlight the participant's perception about the soft skills for education and employment. It is evident from the results that the participants from various universities are aware of significance of the soft skills for employment and career advancement. However, It was considered by some participants that their soft skills level is less than desired levels. It has also found that least desirable skills is communication and the participant do not try to enhance it. Therefore, it is important to create awareness among the students about the significance of the communication skill for career .

Another related finding was that a majority of the students expressed the opinion that soft skills training should be embedded in appropriate business courses. Probably this approach was preferred because it could provide an opportunity to the students to understand how to apply these skills in a specific situation. It is also possible that they feel overloaded with professional courses thus less inclined to attend specialized soft skill development programs organized by their universities. It is, therefore, desirable that business schools as well as other schools should carefully review and incorporate the desired soft skills into their curricula. However, they should also continue running specialized training workshops to help students further improve their soft skills. It is equally important that students should also make efforts for improving their skills level through self-directed readings and participation in appropriate skills development programs and activities.

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