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Issues Of Vocational Training In Higher Education And Its Impact On Workplace

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ABSTRACT

The education and employment scenario is changing rapidly. Theoretical and technical knowledge today for jobs are not enough. Vocational education and training is the core requirement by the corporate world in each and every field. Vocational education possesses soft skills that are interpersonal attributes also known as personal skills and how effective communication is. Employers today in need of those employees who possess both technical as well as soft skills.

Inspite of all the benefits and significance of soft skills most of the schools and colleges still deprive the students to inculcate the soft skills training into their curriculum. The study is the investigation of the problems related to soft skills training in higher education and its impact on their lives when they enter into profession. This paper helps in understanding why the vocational training is important for a student to complement it with the technical skills as an professional.

KEYWORDS: vocational training, soft skills, technical skills, workplace

INTRODUCTION

Today it has been huge question on the student's development due to lack of the soft skills which they deprived since their primary education. The employers as well as the managers complain that today the fresher's lack the soft skills and hence they are unemployed. The most important soft skill today the students lack is communication, which the foremost requirement of any corporate and industries. Vocational education helps to emphasise skills and knowledge required for particular job function.

Today graduates and master degree holders are very competent in technical skills and academic scores but what they still lack is 'communication', 'teamwork', 'body language', 'etiquette' and the business world needs the smart workers and not just degree holders where soft skills plays an important role. Not in inculcated with soft skills means a person has to suffer for the promotion and the success in hisCorporate life where just an average degree holder with high soft skills reaches to the peak without many hindrances.

Vocational education and training helps a student to get prepared for their specifies careers and future. Even few high schools provide the soft skills training to students but still not part of the curriculum. School life is restricted to the periodic exams, home works and enduring teacher's wrath. If you score hig you are winner and if you fail you are seen in a different light.

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Today thinking out of the box is welcome change and is helpful in getting students ready for the corporate world - which is extremely demanded; here the soft skills play a major role. If you have a great idea but don't know how to present it in front of the executives it will be of no use.

The practice of vocational training has started and is running in the country but at individual level not at intensive level. The jobs are vacant but the skilful person to fulfil that vacancy is need of the hour. The study further would suggest that there is a need of schools and colleges to combine vocational training with the traditional academics.

WHAT IS VOCATIONAL TRAINING AND SOFT SKILLS?

Vocational training can also be called career education, technical training, skills development. Basically, vocational training or education that prepares you for day-to-day duties that you will be doing for your professional life or role. It equips you with real skills, as opposed to the theoretical knowledge only.

Where soft skills are the major part of the vocational training which means combination of personal skills, social skills, communication, critical thinking, positive attitude, teamwork, work ethics, decision making power etc, that would enable a person to navigate their work well with others and reach their goals with knowledge of hard skills too.

WHY IS THERE NEED VOCATIONAL TRAINING AND SOFT SKILLS?

Building a great CV half of your life and educating yourself would definitely help you to get appointment in a desired firm but not the job! While all your qualification, work experience and skills are leading factors in your CV, the vocational education and soft skills play salient and vital role to get success in the interview.

You might have an amazing idea for the marketing the company's product, but you don't know how to put forward the idea in front of board meeting? All your technical and academics skills are of no use without your soft skills.

Your soft skills help you to communicate effectively and efficiently with your co-workers as well as the boss. Your critical thinking will help you to conclude the wide discussions. Your team management skills will help you to motivate your co-workers to work and maintain a healthy environment.

IMPORTANT SOFT SKILLS REQUIRED

1. COMMUNICATION SKILLS:

Having good communication means you can survive in this competitive world. Only a good listener can be a good speaker. Communication is a catalyst that makes your workplace run smoothly and effectively. The ability of listening can help you communicate your thoughts out clearly. Good communicators have high self esteem i.e. confidence and it influences people by your ability to communicate well. A good communication skill is very important to enter into a workplace. Command over the language and powerful communication will make the lives spark and makes the individual successful.

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2. LEADERSHIP ROLE :

Leadership role is the ability of the person to guide its team towards a common and correct direction. As a leader you need to first communicate the goal to the employees clearly. The main components of a leader are positivity, communication, creativity, knowledge, motivation, responsibility, social skills etc. As a leader it is the your responsibility to create leaders for the organization and the society. It is the need of the country.

3. CREATIVITY:

Creativity is a valuable soft skill in a workplace or the education system. The more creative you are the more you would be appreciated, hence achievement. Creativity means to innovate new ways for the marketing, product, plans and strategies for taking business to another level. Without creativity you would just be a robot not an asset to the company. Employers seek creative people rather than bookish people.

4. TEAM WORK:

A goal can only be achieved when the employees work in a team not as an individual. For getting a project completed a leader needs its team member who could help him complete the task before time effectively. A successful teamwork requires a definite roles and purpose along the interaction between the team members. When you make a mistake admit it, appreciate when did a good job, always ask others opinion, always be thankful to each other and help each other. It is always “we” rather than “I”.

5. POSITIVE ATTITUDE:

Having good communication and team but without positive attitude will harm the work of the company. To motivate the co-workers or the employees first you need to be positive and encourage others to be positive.

OBJECTIVE OF THE STUDY

1. To know the impact of soft skills on people and their views over the soft skills
2. To know the nature and impact of soft skills on workplace and its importance in one's life.

RESEARCH METHODOLOGY

In this survey total 140 respondents participated in the survey.

Method Used: convenience sampling

Data Analysis: Excel

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SUMMARY REPORT

About 78% of the respondents are student, 6% are working and 16% are both working as well as working.

- 82% of the respondents are aware about the soft skills.
- 98% of the respondents believe that soft skills are important for a person.
- 38% respondents strongly agree and 43% respondents agree that they would be value added if they had soft skills.
- 43% respondents strongly agree and 40% respondents agree that soft skills are important for workplace.
- 45% respondents strongly agree and 50% respondents agree that soft skills are important for career development.
- 79% respondents find difficulty at workplace due to lack of soft skills.
- 56% respondents agree that they are not promotion due to lack of soft skills.
- 60% respondents strongly agree and 40% respondents agree that vocational and soft skill training should be added into school curriculum.

CONCLUSION

In today's scenario it is important for a person to carry vocational and soft skill education to get success in future. Employers seek those candidates who are soft skilled trained as well as technical skills. Today only those people can compete and survive in corporate world if they possess vocation education. Vocational training has to be inculcated in students since secondary education for which I would recommend a different course of vocational training to be added in school curriculum. As soft skills has huge impact on workplace and career development of an individual.

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