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THE NEED AND IMPORTANCE OF EMPLOYABILITY SKILLS AT UG LEVEL: A STUDY OF  
PRIVATE DEGREE COLLEGES OF TELANGANA STATE

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ABSTRACT

The present paper deals with the importance of communication skills as well as employability skills in order to empower the rural learners. English is the most important and widely used language in the world in the changing global scenario; English language plays a vital role in the present education system. With the whole world becoming the global market. It is not enough to get the academic certificates to cope up with the demands of the market. In addition to the academic knowledge, the students are expected to have the employability skills to meet the challenges of the corporate sector. This paper tries to look into the various dimensions of the title and seek the findings.

Key words: Globalization, employability, science and technology, growing demands, empowerment

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INTRODUCTION

English language has undergone many changes in the 21<sup>st</sup> century. In today's competitive world, the common undergraduate degree does not fully fill the goal of the learners. The most of the undergraduate colleges are showing concentration on the academic study as a result of this difference, the students are coming out of the degree colleges as blank cheque. Moreover, the contents of the course especially English language has been taught as one of the casual subject. The first and second year of undergraduate courses have made the English subject as just a qualifying examination. It is observed that some of the colleges do not have a separate lecturer for English subject. The students are advised to follow the private material and the guides to write the examination well.

According to the Serby Richard (2003), "it is very essential for everyone to possess soft skills and have smooth entry for employability. One of the major concern of the present education system especially in India is finding graduate lacking in communicative skills and employability skills. The students who are good at their subject knowledge but they are poor in the expression. As we know the face is index of mind, similarly tongue is the index of thought. Oral performance of the learners is always paramount importance of today's competitive and communicative world especially the students who hail from the rural areas face the problems of spoken communication due to the lack of exposure and the cultural barriers. In addition to this there is no appropriate methodology of teaching and learning the language skills in order to expose them.

Soft skills and employability skills are inter-related and inter depended. One cannot be blamed to the lack of efficiency in the communicative abilities. It is noted that the most of the students of the rural areas have the good wings of the ideas but they do not come out of the flying color due to the inhabitations, shortcomings, and defective methods of language learning. According to a survey provided by ELTA (English Language Teachers Association) shows that the present problem of the inability of the communication skills were deeply rooted in the initial stages of teaching and learning process. It is a worth enough to quote "as you sow, you reap" which means the education which provide to the students yet early stages of learning certainly makes them notorious in order to face the pestilence of the future days.

**What is the Employability?**

The term employability general refers to the skills required to acquire and retain the employment. These are the skills focus on the analytical and interpretative abilities of the learners. The present market is rapidly changing with heavy competition and other hand science and technology had brought many changes in the trade and commerce. This makes the learners to divert their attention on the employability skills in order to respond to the requirement of a dynamic and diverse workplace. At the outset, it is very clear that traditional degree is not enough to satisfy the learners are expected to have a good command over the employability skills, which are lifeblood of any organization. The term employability focuses on enhancing the academic and professional development of the learners to cope up with the revolutionary changes brought by the globalization.

For the last two decades, the definition of the term employability has shifted from formal oriented to functional oriented skills. It is also deals with a set of achievement and personal attributes of the learners. On other hand, there is a lot of responsibility on the English teachers to create an atmosphere, which will help learners to have exposure in the employability skills in addition to the subject knowledge. Robinson (2000), defined employability skills as "those basic skills necessary for getting, keeping, and doing well on a job". Employability skills are often used to describe the preparation or foundational skills upon which a person must build job specific skills (i.e., those that are unique to specific jobs). Among there foundational skills are those, which relate to communication, personal and interpersonal relationships, problems solving and management of organizational process (Lankcard, 1990).

**The Need of the Employability Skills**

Over the six decades of the independence, the education in the country has grown enormously. The system has built the large capacity both in the conventional and modern disciplines. Even as we talk about the increasing number of job avenues emerging in many sectors, India falls under the pressure of saviors of shortage of quality and talent in the job market. In this connection, employability is a far bigger than an employment. The present market gives importance to the skillful work force with the quality output. It is clear that a disparity existence in the start at degree colleges and thoughts that are demanded in the industry. The gap between the classroom and teaching and the market expectation should be full fill by qualitative and quantitative efforts of the academics.

**The Types of Employability Skills**

Though it is broader term, it involves with set of skills according to the University of Bolton, the employers generally find the following attitudes from the learners, which covers a range of skills. These skills are

1. Communication 2. Term work 3. Application of Numeracy 4. Organization and Time Management 5. Problem Solving 6. Flexibility 7. Action Planning 8. Self-Awareness 9. Personal Impact and Confidence 10. Initiative. On other hand Dr. Rod asserts that the following are the must have skills of any professional. They are 1.communicative skills 2. Critical thinking 3. Problem solving

Communication skills deals with the ability to deliver the ideas effectively, clearly and with confidence either written or spoken form. Critical thinking skills refer to ability to think critically, creatively, analytical and innovatively and it focus on the ability to apply the own knowledge to existing problems. Some of the strategies are learning by questions, cooperative and problem based learning.

**Conclusion**

Among all these methods and techniques, the role of the teacher is very important to make the learners to take an active part in the teaching and learning process. The teacher especially, English teacher should act as facilitator and mentor while delivering the lectures in order to empower themselves. As we know, India is the plays for qualitative and quantitative human resources. So that there is an immediate, need of modification of teaching and learning process. On the other hand the teacher centered methodology should be replaced the learn-centered methodology. Similarly, the stereotype teaching of English language should be replaced by innovative and communicative centered teaching. Finally, the English teacher should always notice that teaching English language with employability skills is merely constructing the castle in the air. However, there should be bridge between classroom and teaching and the experience of real life.

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