



Studying The Effect Of Communication And Management Skills On Employability Of Students

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Abstract

Background: In the present world everything is connected with one and other. The employees are also looking for the employees who are able to manage and communicate freely in their domain of work. Only having academic qualification of engineering does not guarantee the opportunities of employment. Engineering students need to learn management and communication skills for having job opportunities.

Methodology: The research is based on descriptive research design and a convenient sample of 100 engineering student was conducted in the Delhi NCR region.

Conclusion: The result of the study shows that skill development is the necessary requirement of the present employers. Engineering students who are going for job opportunities need to have a good academic qualification along with having skills of communication and management. These are fundamental attributes which are now being asked by the employers along with good academic qualification.

Keywords: Communication skills, Delhi NCR, Skill development.

Introduction

Effective skill development is needed for getting employment opportunities. Communication is on such skill. (Kaushal, U. 2011). These talents need a wide range of activities, such as reading, talking, observing, and empathizing with others. These abilities are necessary for daily living for a variety of reasons, including the need to build self-confidence, respect for others, and the ability to express ideas to others. These skills have led to the advancement of many people's professions (Roloff, M. E., et al 2003). Strong communication skills are essential for both the employer and the employee. For instance, whether a deal is reached or whether a good deal is lost may depend on one's ability to effectively communicate a point (Kinash, S., et al, 2016).

Competence in management, as ideal employees should be organized and capable of efficiently managing time, duties, and available human resources (Robles, M. M. 2012). Management expertise presupposes the existence of managerial or subgroup goals and targets and offers guidance on how to achieve them (Morreale, S. P., & Pearson, J. C. 2008). Production management is focused on creating precise operations that support the tactical and goals through limited (below another year) planning (Knight, P. and Yorke, M. 2004). Employers are very interested in candidates like these who have the skills required by the industry as well as talents that are ready for the workplace (Okoro, E., et al, 2017).

Fig. 1 Communication Skill



Source: <https://www.stocknv.com/Business-Consultancy/Communication-Skill.html>

Objectives of the study

The study aims to achieve the following objectives-

- To enquire about the effect of communication and management skill on employability
- To examine the cause affecting the learning of skills in the students for employability

Hypothesis

H1: There is significant effect of communication and management skill on employment

H2: There are significant factors affecting the learning of new skills in students

Literature Review

According to (Bhatnagar, N. 2011), participating in extracurricular activities and organizing events on and off campus can help students develop a number of personality traits, including leadership skills, planning and entrepreneurial ability, and interpersonal skills. All engineers must be technically and computationally proficient. These skills can be improved by enhancing specific traits and changing one's behavior.

According to (Barrett, D. J. 2006), regular language practice and the growth of the four language skills of hearing, speaking, reading, and writing can help people communicate more effectively in English, for example. Along with using these techniques, one can easily enhance communication skills by consciously trying to increase their vocabulary. Additionally, utilizing the language more frequently could enhance the speaker's confidence and fluency.

The ability to motivate people and assign and distribute duties according to each person's talents is one of a leader's leadership traits. According to (Kotter, 2013) there is a difference between management and leadership. Kotter defines management as "a collection of well-known procedures that enable an organization to accomplish what it knows how to do efficiently and predictably." These procedures include planning, budgeting, organizing tasks, staffing positions, monitoring performance, and problem-solving. Nevertheless, the author asserts that "leadership is about vision, people buying in, empowerment, and, most crucially, delivering constructive change." Leadership is about actions, not about attributes. Employers are always searching for candidates who can work well with others, inspire others, and set an example. Engineers are now required to show competence in fields unrelated to their major technical subject. They may be able to achieve the market image they desire with the aid of their leadership skills.

Research Methodology

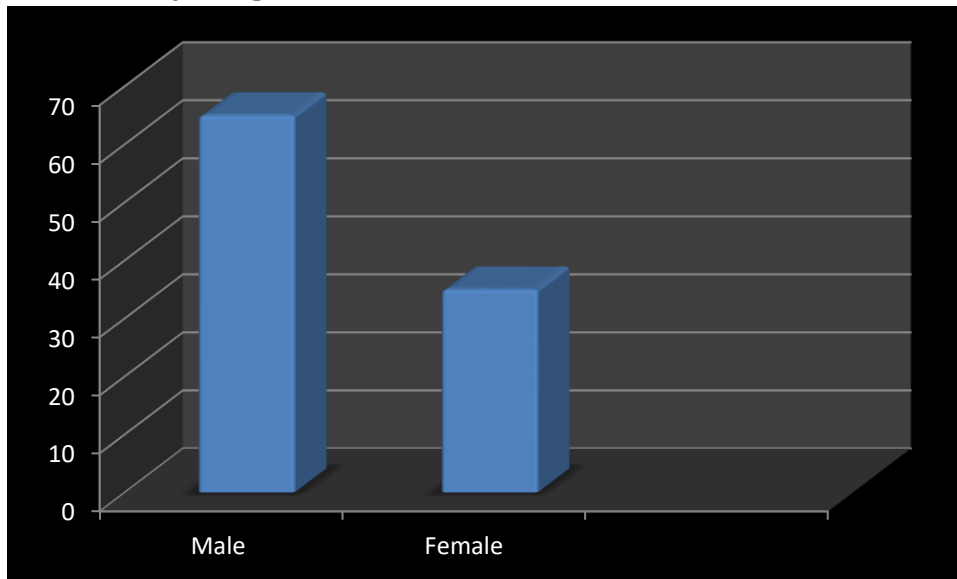
Design: The research is based on descriptive research design where the researcher required about the effect of communication and management skill on employment opportunities of the students and the factors affecting the learning of these skill in the students.

Sample: The researcher contacted 100 engineering students who were male and female from the Delhi NCR region

Analysis: The study analysis was done using MS Excel and the hypothesis testing was done by driving the correlation between the variables.

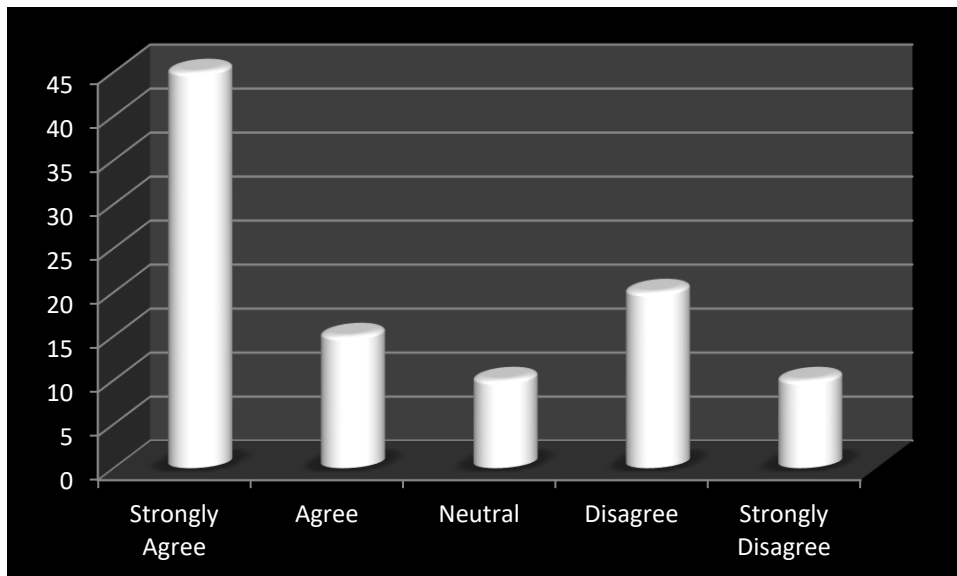
Data Analysis

1. What is your gender?



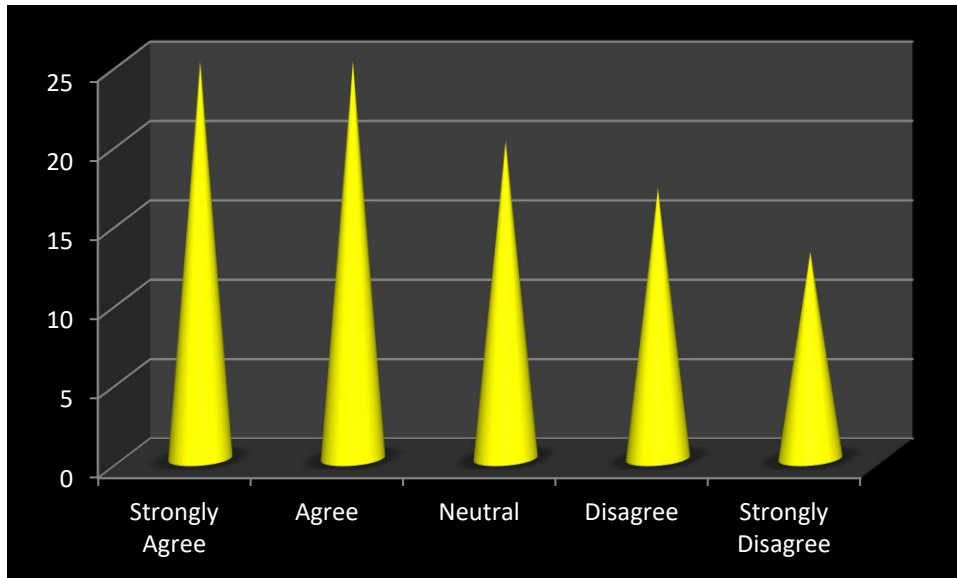
Around 65% male and 35% female student participated in the survey.

2. Communication is one of the crucial employability skills that are most required in the current era of interconnected work environment.



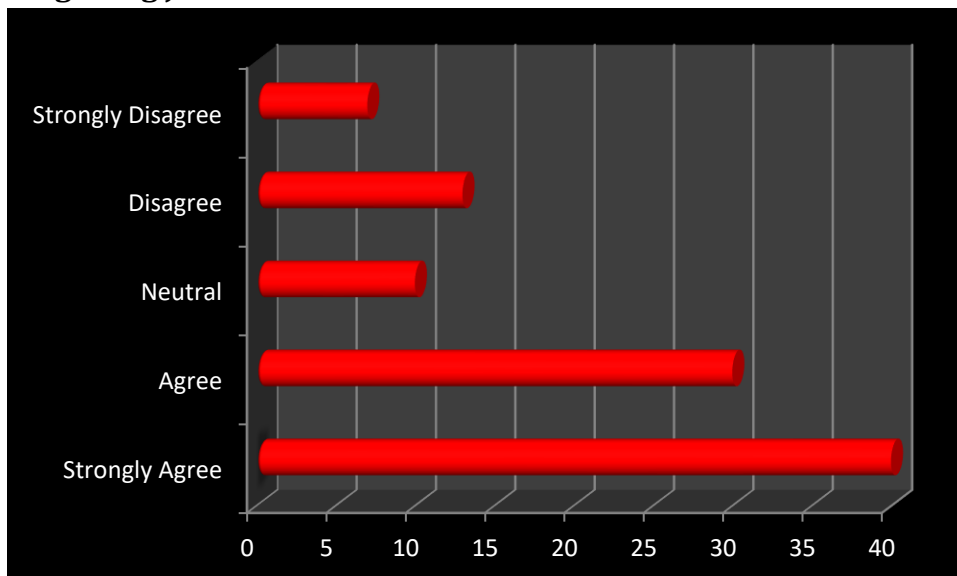
Most of the student comprehend that communication is one of the important skills required for the employment opportunities.

3. The employment opportunities are now linked with employability skills like communication and management



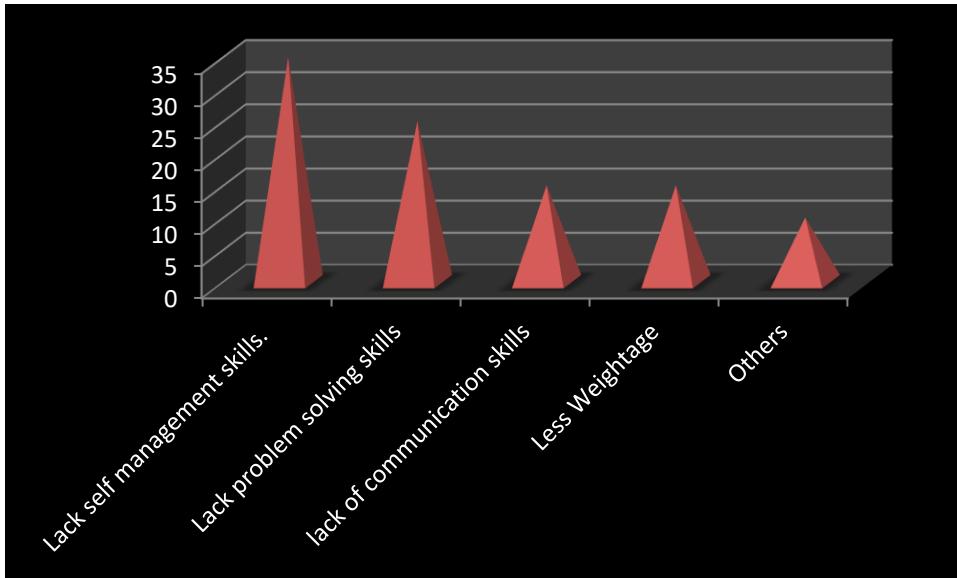
Communication and management skill are the need of the hour as per the result of the survey.

4. Skills like managing team and plans are necessary in present day context for getting job.



Management skills are necessary in present day context for getting job is comprehended by most of the respondent.

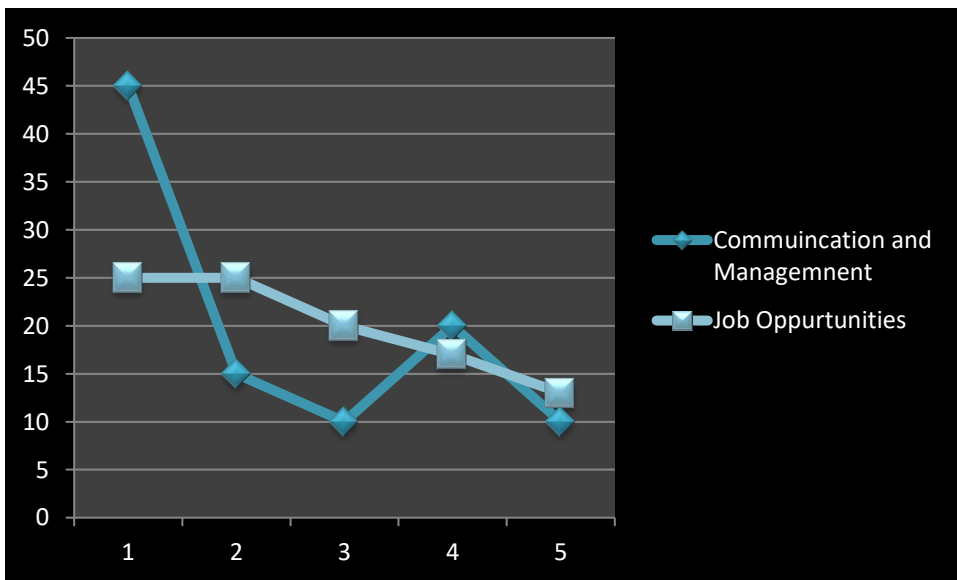
5. What are the causes affecting the skill development of the students?



Lack of self-management skill to and communication skill are one of the common factors affecting the skill development of students

Hypothesis Testing

H1: There is significant effect of communication and management skill on employment



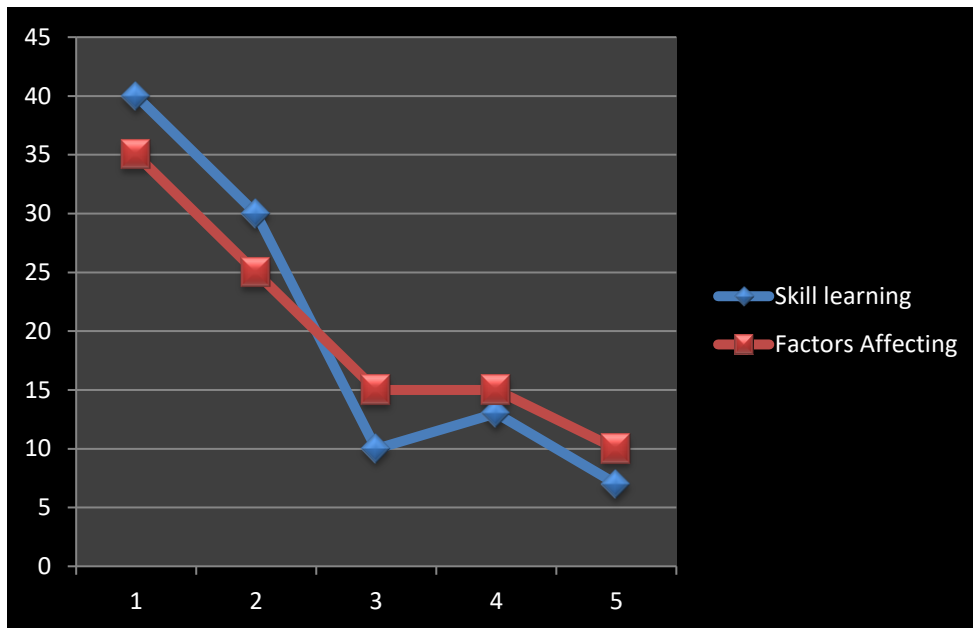
Communication and Management Skills **Job Opportunities**

Communication and Management Skills

1

As per the response of the question no. 2 and 3 of the survey there is correlation($r=0.56$) between communication and management skills and job opportunities. Hence, it's proved that there is significant effect of communication and management skill on employment. In this way the first hypothesis is proved

H2: There are significant factors affecting the learning of new skills in students



	Skill learning	Factors Affecting
Skill learning	1	
Factors Affecting	0.987738	1

As per the response of the question no. 4 and 5 of the survey there is correlation($r=0.98$) between communication and management skills and factors affecting learning of the skills. Hence it's proved that there are significant factors affecting the learning of new skills in students. In this way the second hypothesis is proved.

Results and Discussion

As per the findings of the study male and female student participated in the study in significant numbers. The findings of the study comprehend the fact that communication is required employability skill in the present world. The employment opportunities and now linked with skills like communication and management and student must learn these attributes in order to get employment opportunities in the industry. The students need to learn management skills like managing team and plans because these are necessary

for getting job. Lack of self-management skill and communication skill is factors that are affecting the skill development of engineering students.

Conclusion

The study's conclusions recognize that communication is a necessary employability skill in the modern society. Today's employment chances depend on management and communication abilities, thus students who want to work in the sector must develop these skills. Because these are required for landing a job, engineering students need to learn management skills including overseeing a team and making plans. Engineering students' skill development is being hampered by issues including the discouragement of learning new skills and the demanding course load.

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