

# Need for soft skills training in management teachers education essay

[Education](#)



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### **Need for Soft Skills Training in Management Teachers**

A teacher is a role model who enlightens the path of student's life so that the tough walks of life become easier. The role of teacher is often formal and ongoing, carried out at a school or other place of formal education. Life of a teacher is full of challenges and challenges are never ending. To survive in such a competitive world has become difficult as a teacher deals with number of students every day, whose ultimately development depends on him/her only. According to Wikipedia, " Soft Skills are behavioral competencies which include proficiencies such as communication skills, conflict resolution and negotiation, personal

effectiveness, creative problem solving, strategic thinking, team building, influencing and selling skills." ([http://en.wikipedia.org/wiki/Soft\\_skills](http://en.wikipedia.org/wiki/Soft_skills)). The strength of an organization depends on its employee while the employee strongly depends on the ability, skills and knowledge. The primary purpose of this paper is to bring forth the importance of soft skills in the career of management teacher as well as knowing the need of soft skill training in their professional life. This research finding is based on the responses obtained from the teachers working in various management institutes in Southern Rajasthan. A total of 100 employees participated in this study. Data was collected through personal interview and self administered questionnaires including open and close ended questions that were randomly distributed to the teachers. The study is done by using percentage tool to show the attitude and response of the respondent. The findings show that soft skill plays an important role in shaping one's personality and if proper training is been provided it can bring remarkable results.

## **" Soft Skills as important as a degree for a job"**

### **Objective:**

The major objectives of the study are to find out the importance of soft skills and to know need of training for developing Soft Skills among teachers and its impact on their professional life.

### **Introduction**

A teacher is a role model who enlightens the path of student's life so that the tough walks of life become easier. The role of teacher is often formal and ongoing, carried out at a school or other place of formal education. Life of a

teacher is full of challenges and challenges are never ending. To survive in such a competitive world has become difficult as a teacher deals with number of students every day, whose ultimately development depends on him/her only. According to Wikipedia, " Soft Skills are behavioral competencies which include proficiencies such as communication skills, conflict resolution and negotiation, personal effectiveness, creative problem solving, strategic thinking, team building, influencing and selling skills." ([http://en.wikipedia.org/wiki/Soft\\_skills](http://en.wikipedia.org/wiki/Soft_skills)). The acquisition of ' soft' skills such as ethics, emotional intelligence, language and communication, legal and management aspects besides one's professional field is necessary and is crucial for holistic education (Kushwaha, 2012). They are also the character traits and interpersonal skills that characterize a person's relationships with other people. In simple words, soft skills encompass the character traits that decide how well one interacts with others, and are usually a definite part of one's personality. The strength of an organization depends on its employee while the employee strongly depends on the ability, skills and knowledge. But it is not necessary that every teacher possess all the soft skills but it is possible that they can develop few essential soft skills required essentially to do their job. Soft skills' training is essential because it is not a part of their academic curricula. Therefore, corporate houses as well as other organizations are taking up the task of grooming employees who are the link between the company and the external world, so that they are able to present themselves better and prosper in their individual career. Soft skills training programs help people to interact with each other in the workplace. Organisations/Institute work best

when its employees work together smoothly as a team. Soft skills training courses may prepare people to serve in new workplace roles or assume new responsibilities. When people interact with each other, they often assume different social roles. Soft skills training courses prepare employees to interact in relational situations i. e. from peer to peer, subordinate to supervisor, supervisor to subordinate, worker to client/customer. When people practice social skills through skills training, they will carry themselves with professional confidence. (<http://www.intulogy.com/training-course/soft-skills.html>). Measurement of soft skills in a teacher is very difficult as they are intangible in nature. They can only be felt during interaction with students, problem solving situation or while decision making. To be flexible and adaptable to the changing needs of an organization is also an important soft skill. Every people have some or other form of soft skills but they may not be sufficient for making successful in their job. So there is need and probability to acquire a lot more than they realize. Many companies's has realized the importance of soft skills for their employees and are making lot of investment in developing soft skills among their employees. Like manager of a company, a teacher also needs to have knowledge of management along with flexibility, ethics, leadership skills, communication skills, positive attitude etc to lead management students. Soft skills are shaping human beings' personality. Any educator's dream is that graduates, especially from tertiary education institutions, should not only be experts in a certain field but matured personalities with a well balanced, rounded off education. However, this characteristic is reflected in soft skills, not in hard skills (Schulz, 2008). Soft skills are important and play a big part in the success of

one's career and lacking of soft skills such as communication skills, creativity skills, problem-solving attitude, work as a team, and get along with others in an employee may result in failure while may lead to loss of job or working at new place at lower packages. But if a person realizes these lacking and aims at developing these skills, it will definitely result in his career growth and development.

### **Research Methodology:**

The methodology adopted for the purpose of our research was through collection of primary data from respondents who are working in different Management Institutes in Southern Rajasthan. Collection of primary data was by the mode of questionnaire containing open ended and close ended questions assessing need of soft skills. We considered a sample size of 100 respondents (management teachers) and percentage tool has been used to analyze the response. It helped us to generalize the findings of the population as a whole.

### **Analysis and Interpretation:**

The data has been analyzed and interpreted in the following manner. When the respondents were asked about the importance of soft skills to survive in today's world of competition, majority i. e. 76 percent were in favor while only 24 percent feels that soft skills are not very important to survive in today's world of competition. The response regarding soft skills resulting in enhancing ethics, morale and professionalism out of 100 respondent where 62 percent believes that soft skills helps in improving work ethics, morale and professionalism while 38 percent does not feel so. Majority of

respondents i. e. 88 percent feels good communication skills are the most important soft skill for a teacher while only 12 percent does not. When asked about the importance of listening skills as an essential skill in a profession of a teacher, out of 100 respondents 76 percent supported while only 24 percent does not. Out of 100 respondents 55 percent feels that positive attitude as a soft skill is very much important in their job while 45 percent does not feel so. When asked about the possession of good leadership skills in a management teacher, out of 100 respondents 89 percent feels that a successful management teacher must possess good leadership skills because he/she has to lead the behavior of students telling them what to do and what not to do. Asking about whether a good teacher must carry motivational skills, majority i. e. 81 percent feels that motivational skills are important skills while only 19 percent does not supports it. Adaptability and flexibility are another kind of soft skills. Majority of respondent's i. e 63 percent feels that Soft skills application helps the teacher to mold students in a proper shape while 27 percent does not give credit to soft skills. To survive in an organization especially in a private job, a person needs to be flexible and adaptable to the environment. But out of 100 respondent only 52 percent feels that flexibility and adaptability is vital to survive an organization while 48 percent does not feel the same. Asking about the need of training of soft skills, out of 100 respondents, majority i. e. 78 percent feels a need of soft skill training while only 22 percent does not. Majority of respondent i. e. 71 percent feels a need that the employer must provide soft skills training. When asked about the problems faced due to lack of soft skills majority of them i. e. 58 percent feels that they usually face problem due to

lack of soft skills in their daily professional life while only 42% responded that they do not face any such problem due to lack of soft skills.

### **Findings:**

Along with academic knowledge or technical knowledge, acquiring of soft skill is also very necessary for a successful teacher. From this research it has been observed that high level of respondent feels the importance of soft skills to survive in competitive world yet people do not make efforts to develop them. Around 62 percent respondent that soft skills learning helps them in becoming ethical, building morale and to be more professional which is very much needed in a profession of a teacher. When asked about the most importance soft skill, majority of respondent feels that communication skills are the most important skills as it helps them a lot while interacting and coordinating with the students as well as with management. Asking about the importance of listening skills in a profession of a teacher, 76 percent respondents accepted that listening skills is essential in a profession of a teacher but this figure was lower in comparison to communication skill. Average response has been collected in favor of positive attitude as soft skills in a job of a teacher. But high level of response was obtaining regarding good leadership skills required in a teacher which is much higher than response collected for communication skills. Many researches shows that motivational skills are the best tool in the hand of a teacher where with the inspiring words a teacher motivate the student for the higher performance. This current research also shows the same response regarding motivational skills where large number of respondent feels that motivational skills are must for a management teacher. Good response has been obtained

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regarding soft skills resulting in molding the student in a proper shape. Average response has been obtained for adaptability and flexibility as soft skills in a teacher. Respondents feel that for a teacher communication, leadership and motivational skills are more important. When the respondents were asked whether they feel a need of training for developing soft skills, majority of them responded in a positive way. This shows that teachers (respondent) themselves want to learn more and more soft skills and want to develop them to become a successful management teacher. Majority of respondent feels that employer must provide them training to develop soft skills among them. They feel that workshop, training sessions, special lectures etc related to soft skills must be organized by the management for the employees. Around 52 percent of respondents feel that due to lack of soft skills they face problem in their professional life. These problems might not be directly related to soft skills but indirectly may create problem such as no increment or less increment, low percentage in exams of a student, complaint regarding improper behavior, lack of control over students.

## **Conclusion:**

Soft skills help in fulfilling the important role of shaping the individual personality. It carries high level of importance in the life of all the people. It is very essential that besides raising awareness regarding the importance of various skills including soft skills and encouraging students to improve their skills, teacher should actively practice various soft skills because life of a student depends on the way the teacher behaves, teaches, and handle the student. When student is in college his/her last few years of teaching are very important. In these last year of education, whatever they have learnt

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will going to help them in the coming professional life. When the student is exposed to campus interview, majority of them are rejected due to lack of soft skills although they might be topper in their class or institute. Here the role of management institute is very big. Grooming the personality of a student plays a very important role. Soft skills are essential part of personality. But the problem arises that soft skills do not come under any formal curriculum. So here the role of management teacher becomes very important. Since a student in a management institute is at a mature student, a teacher need to handle them efficiently with good leadership, motivational and communication skills. His/her attitude must be positive and problem solving. Ideas must be creative and original. Thoughts must be strategic. A teacher must know how to manage conflict and how to work in a team. There is no doubt that a behind a success of a teacher there are efforts of a teacher.