
A STUDY ON SOFT SKILLS IN RESPECT OF PERSONAL ATTRIBUTES: THE COMPARATIVE STUDY BETWEEN GRADUATES' OPINION AND HR MANAGERS' OPINION WITH SPECIAL REFERENCE TEXTILE INDUSTRY IN TIRUPUR DISTRICT

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ABSTRACT

Industry pioneers feel that the "skills" and "quality" of the workforce need a ton of progress. Tormented with issues like educational program, absence of qualified workforce, low quality of substance, and not really powerful assessment framework, specialized establishments don't give flagging an incentive in the job advertise. Among the skills that employers search for are relational abilities and capacity to utilize general skills in the work environment. These incorporate the capacity to compose, talk and ascertain the capacity to work in gatherings and the capacity to listen adequately. Employers are likewise searching for representatives who are versatile and adaptable, have great hard working attitudes, activity and have administration skills. Educators are relied upon to instruct skills that are pertinent and upgrade an association's presentation. Colleges around the globe have gotten progressively the option to illustrate, in a quantifiable way, the skills and properties that their graduates are instilled with during their learning experience as communicated. The investigation distinguishes the Soft skills required by youthful graduates and survey how there can be a worth creation through viable information the board as far as teaching method, assessment procedure and input components.

Key words: Personal Attributes, Soft skills, Opinion, Graduates, HR Managers.

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1. INTRODUCTION

The present profoundly specialized and refined occupations request an exceptionally proficient applicant who can expand profitability and consequently increment the estimation of an association. Move from creation situated designing occupations to support arranged building employments requests experts with both sound specialized and conduct skills to achieve and hold the activity. Without a quality human capital, a country will be powerless as there is no human factor that is fit to set out on new activities and points of view. A quality human capital originates from a quality education process. A painstakingly structured and very much arranged education framework is basic to growing such human capital. Consequently, foundations of higher learning assume a significant job and the educating and learning forms. Establishments of higher learning ought to give such information and skills to the graduates of the near future. The employable graduates are the backbone of the economy. Therefore, improving the employability of graduates in higher education should be the utmost priority for any country to achieve growth and development.

Skills and knowledge are the dynamic forces of economic growth and social development for a country. Countries with higher and better levels of education and skills are more likely to adjust effectively to the challenges and opportunities of the world. It is the need of the hour for the policy makers, corporates and academic institutions to bring in immediate, expansive remedy to intervene Soft skills of professional and other graduates. Soft skills of India's graduates are found incredibly lacking. These skills incorporate delicate skills and passage level essential work skills like communicated in English, critical thinking and related subjective skills. As indicated by National Skills Report 2019 around 53 % of expert, Arts and Science graduates in India are not promptly employable and they need work-availability. During campus interview process most graduates struggle to clear Group Discussion and Personal Interviews. This test is influencing Indian enterprises in its capacity to give quality labor to match worldwide measures; higher educational organizations in India are fundamentally addressed for such a situation. Regardless of different measures however attempted by colleges and corporate to furnish Indian graduates with Soft skills, the endeavors have been terribly a piecemeal and results are wretchedly poor. In this way this investigation has the extension to decide the advantages and disadvantages of the graduation educational program and will attempt to patch and tailor the scholarly instructional method to coordinate the business desires.

Industry is traveling through basic stages which warrant most extreme measure of changes in products, forms, approaches, appearance and numerous different elements. Prior an industry would create just a couple of assortment of things with least number of choices in a similar assortment, though today assortment and curiosity with more extensive ramifications and applications have become the trend. Hence, industry is under the situation to squeeze and to go for change. This is a valid circumstance in the manufacturing industry, it is progressively legitimate in the advanced IT, Electronics and different zones of other sectors of corporate. Right now while there is no deficiency of chances in the work situation, there is a genuine absence of employability. While there is abundant talent in India, the proportion of industry-ready candidates is alarmingly low, representing a tremendous challenge for the industry in meeting its prerequisite, scrutinizing the eventual fate of the graduates leaving the universities and colleges. Everybody searches for a customized solution. Dynamism is particularly infused

into the framework. Subsequently the characteristics and preparing granted in the foundations for regular arrangement would be absolutely lacking to meet the most recent needs. The skills gap on the modern condition between industry's desires and the Graduates' competency, is getting augmented because of numerous reasons, both from the aspect of the industry and from the part of the graduate. This study targets to identify the skill gap and attempts to provide proper acceptable solutions for the problem diagnosed. One can't offer the customized response to the inquiries including the skills. The skill changes its inclination as indicated by the size and desire for the industry it relates, however the quality continues as before that is, what is anticipated from the individual, must be controlled by him. The whole dream would work out as expected; all the assets contributed for the quality education would be used to the ideal level - if a solitary measuring stick, straightforward estimating gadget is accessible. Today employability is far greater a test than unemployment.

2. REVIEW OF LITERATURE

Lim et al. (2016) reasoned that businesses require bookkeeping graduates to have other nonexclusive skills notwithstanding essential bookkeeping skills while enlisting section level evaluators. Australian wellbeing graduate businesses rate authority low on the size of profoundly required qualities from new contracts as they accept this can be grown once the employment starts (*Messum et al., 2015*). Then again, Indonesian wellbeing managers require new graduates to have initiative skills when they start employment (*Qomariyah et al., 2016*).

Ayoubi et al. (2017) examined the perspectives on business officials on Soft skills prerequisites in Syria and reasoned that businesses in Syria are more averse to view social skills as significant in correlation with managers from created nations like Australia and the UK.

Saad and Majid (2014) led an investigation to distinguish the contrasts between desires for managers in various sorts of associations i.e., government-connected organizations (GLCs), government offices (GAs), worldwide organizations (MNCs) and little to-medium measured undertakings (SMEs). They finished up from their research that, albeit all businesses demanded problem settling, information on current engineering and ICT and capacity to introduce thoughts unmistakably, bosses from GAs didn't view the capacity to work as a group as significant. Then again, GAs and MNCs require their representatives to consistently get new skills, information and innovation.

Lavanya (2013) clarifies why it is critical to have an Industry-Academia interface and says that the changing multifaceted nature of the Business condition has required the requirement for industry and the scholarly community to grow close connections and make a collaboration. The interface between these two will loan to expanding common reliance to guarantee their better endurance in their spaces. Her research reasoned that the Industry-Academia interface improves the general educating learning experience as most of the graduates see this interface to be of developing significance.

Rasu, et al., (2012) directed an investigation for evaluating the Soft skills from the 107 businesses have a place with the five sorts of Malaysian assembling ventures. It was discovered that that the part of relational skills, for example, authority capacity, instructs others and work with social decent variety has the most elevated mean score. The following classification of significant Soft skills are thinking skill, problem fathoming, inventive and creative reasoning, realizing how to learn and thinking resource skills. It is likewise referenced that individual qualities, for example, confidence, amiability, self-administration, duty, trustworthiness, work security, and honesty is significant independent of capability. Since, these skills are adding to concordance and profitability inside the workplace.

Crisp graduates, who join the enterprises, require a half year to 2 years as development period to show their commitment and, numerous a period, they leave the association before

they begin demonstrating results. This is because of the gap among hypothesis and practice. The business, R&D labs ought to become accomplices with the focuses of higher learning (Sanjay Modi, 2009).

3. OBJECTIVE OF THE STUDY

To find out the significant difference between mean ranks of the Soft skills with respect to personal attributes. (Both graduates' and HR managers' opinion)

4. RESEARCH METHODOLOGY

The research configuration alludes to the general procedure utilized by the researcher to seek after the research study to incorporate the various parts of the investigation in an intelligent and sensible manner, accordingly, guaranteeing viable presentation of the research issue; it comprises the outline for the assortment, estimation, and examination of information. The research plan of this research is Descriptive research which is utilized to set up exact portrayals of factors significant to the choice being taken without showing the presence of connection between factors. The motivation behind this plan is to give an exact image of some part of the research condition, at the end of the day, illustrative structures portray wonders without building up the relationship between factors. Despite the fact that it is much of the time utilized for indisputable, fundamental and exploratory investigations, hypothesis will be conditional and theoretical.

The research proceeds with the Primary and Secondary data collection methods. Primary data is collected by researchers, especially to answer research questions. The primary data collection method consists of a structural closed ended and open ended questionnaire. Secondary data is collected from journals, websites and magazines. The objective of this research is based on the identification of the Skill gap among the arts and science graduates being considered as a significant aspect.

From the Raosoft sample size calculation, the sample size is 228. But, the collected respondent i.e., graduates is 332. Due to respondents incomplete answers, lack of interpretation of the terms and time constrain to explain each and every questions to the respondents has made the researcher to eliminate some of the respondents from the total sample for the ease of calculation. Therefore the sample size is rounded off to 300 for analysis. And 50 HR Managers are responded for this analysis. Apart from the profile of the organizations and the profile of the graduates that are analyzed with nominal scaling, the Industry expectation of the Human Resource professionals are measured with ordinal five point scaling such as Not at all important, Low importance Neutral, Important and Extremely important. The Academic system dimension and the employability skill dimension are measured with the scaling such as strongly disagree, Disagree, neither agree nor Disagree, Agree and strongly agree.

Kendall's W Test for Significant Difference Between Mean Ranks of Soft Skills with Respect to Personal Attributes (Both Graduates' and HR Managers' Opinion)

Null Hypothesis: There is no significant difference between mean ranks of the Soft skills with respect to personal attributes. (Both graduates' and HR managers' opinion)

Alternative Hypothesis: There is a significant difference between mean ranks of the Soft skills with respect to personal attributes. (Both graduates' and HR managers' opinion)

Table 1 Kendall’s w test for significant difference between mean ranks of the Soft skills with respect to personal attributes (Both graduates’ and HR managers’ opinion)

Soft skills with respect to personal attributes	Mean Rank	Chi-Square value	Degrees of freedom	Asymp. Significant	Mean Rank	Chi-Square value	Degrees of freedom	Asymp. Significant
Self-confidence	8.29	551.446	17	.000	10.29	90.672	17	.000
Self-control	8.70				9.91			
Social skills	8.59				9.15			
Team spirit	9.22				11.07			
Resolve conflicts	9.77				11.33			
Empathy	9.54				10.97			
Responsibility and accountability	8.36				8.65			
Loyalty	10.49				10.59			
Commitment	10.28				10.41			
Honesty and integrity	10.64				10.81			
Enthusiasm	10.43				10.65			
Reliability	10.46				8.88			
Balanced attitude to work and home life	10.95				7.95			
Motivation	11.24				8.59			
Common-sense	8.50				7.52			
Positive self-esteem	8.22				7.67			
Ability to deal with pressure	8.68				8.31			
Adaptability	8.65				8.25			

Source: Output generated from SPSS 21

In the opinion of the graduates, it is found out that all the variables related to the Soft skills with respect to personal attributes had significance value less than 0.05 at 1 Per cent level of significance, thus the null hypothesis is rejected. Thus, it is concluded that there is significant difference between mean ranks towards the Soft skills with respect to personal attributes. Out of the eighteen the Soft skills with respect to personal attributes variables, the “Motivation” has the highest rank (11.24). So, that the Soft skills with respect to personal attributes is influenced by “Motivation” Variable. The analysis ascertains the fact that almost all the attributes under the Soft skills with respect to Personal Attributes considered for Employability skill gap analysis among the arts and science college graduates considered for the study are important and the most influencing factor is identified as ‘Motivation’ of the respondents. The respondent’s opinion towards employability skill gap is perceived more significant through the factor that the graduates should have sportiveness. Hence among all other attributes under Soft skills with respect to Personal Attributes considered for Employability skill gap analysis, the above said statement is statistically significant and thus identified as the most influencing variable.

In the opinion of HR Managers, it is found out that all the variables related to the Soft skills of the employees with respect to personal attributes had significance value less than 0.05 at 1 Per cent level of significance, thus the null hypothesis is rejected. Thus, it is concluded that there is significant difference between mean ranks towards the Soft skills of the employees with respect to personal attributes. Out of the eighteen the Soft skills of the employees with respect to personal attributes variables, the “Resolve conflicts” has the highest rank (11.33). So, that the Soft skills of the employees with respect to personal attributes is influenced by “Resolve conflicts” Variable. The analysis ascertains the fact that almost all the attributes under the Soft skills of the employees with respect to personal attributes considered for Employability Skill Gap analysis considered for the study are important and the most influencing factor is identified as ‘Resolve conflicts’ of the respondents. The respondents opinion towards employability skill

gap is perceived more significant through the factor that the candidates employed should have personal ability to overcome conflicts which is considered as an important emotional intelligence skill. Hence among all other attributes under Soft skills of the employees with respect to personal attributes considered for Employability Skill Gap analysis, the above said statement is statistically significant and thus identified as the most influencing variable.

5. SUGGESTIONS AND CONCLUSION

During Campus Recruitment, employers should attempt to convey their expectations from the graduating graduates rather than trying to attract the type of employee who is most likely to be successful in the organization. Employability of graduates can be enhanced, if industry works in connection with colleges and universities. The corporate enterprises are hence expected to participate and communicate their needs to the academic entity than simply passing on the blame onto academicians regarding failure in the development of Soft skills. Develop internal orientation training programs to prepare the crisp applicants chose as employees with the full scope of essential, higher request and affective Soft skills. Continue to impart to arts and science colleges or universities about the basic significance of ingraining Soft skills in graduates by inculcating Industry Institute Interface. The Government can demand the ventures to set up in the State to contribute a 'Human Resource advancement access' implied only for the usage of the improvement of non-specialized and social skills program at expressions of the human experience and science institutes. The skills development programme design may be left to the discretion of the Industry. A particular percentage of the revenue of all industries must be invested for the development and implementation of the programs.

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