

RELEVANCE OF ENGLISH COMPETENCIES TO EMPLOYABILITY

S Archana & K Usha Rani

Research Scholar, Koneru Lakshmaiah Education Foundation, Vaddeswaram, Guntur, India &
Assistant Professor, Department of English, Anurag University, Venkatapur, Ghatkesar, Medchal
District, Hyderabad, Telengana, India-
Assistant Professor, Koneru Lakshmaiah Education Foundation, Vaddeswaram, Guntur, India

ABSTRACT

In today's Corporate World, English has its own significance in the process of recruitment. In times of the recruitment, employers will receive more number of applicants and would like to hire those candidates who are well-rounded with employability skills. The better the student skills are enhanced in English, the higher their scope of employability. Students need to enhance their English Language Competencies along with their technical or professional knowledge. So, in the process of recruitment many of the Corporate Organizations will filter the students those who are equipped with these skills. As a part of Employability, fresh graduates need to acquire skills to work well with the people within and outside the organization, which includes interpersonal skills. These skills include wide areas that cover both the verbal and non-verbal skills (Communication Skills), Team Working, Negotiating, Listening, Emotional Intelligence, Time Management, Problem Solving and a few others. Thus, acquiring English Language Skills and Employability are interconnected. This paper mainly focuses on the importance of English Language Proficiency for Employability.

Keywords: Corporate World – Employability Skills – Professional Knowledge – Communication Skills

INTRODUCTION

Oliver Wendell Holmes opinion on Language exhorts “Language is the blood of the soul into which thoughts run and out of which they grow” and explains the importance of the English Language in today's world. Language plays a vital role in the effective communication. It acts as a bridge connecting one part of the world to another part in transmitting the thoughts and ideas by building a strong relationship leading to economic and cultural bonding. It cannot assume communication without language as it includes only signs.



IMPORTANCE OF ENGLISH LANGUAGE

Language is the primary source for transmitting the information and also the base which distinguishes us from animals in the process of communication. We come across many languages in the world. Countries according to the region have their own nationalized languages in accumulation to a variety of local languages spoken. But when it comes to the common platform of interaction it becomes difficult for the people to transmit the information according to their regional language. In these circumstances, English acts as an interpreter between different countries for smooth transmit of information. English, in this modern world is the Global or Universal Language and also the common language which is known and used as a mode of communication by most of the people throughout the world. It can also be called as a Link Language which connects all the people throughout the world by exploring their cultures. It can also be termed as a Foreign Language as it used as a medium for trade and commerce in the business world for maintaining healthy and fruitful relations. But for an effective communication it is very important to have effective English so that it can reach the people in a better way. It is highly useful in maintaining healthy business relations. It can make a person a better communicator by involving him into effective communication by excelling him in the four skills, i.e., Listening, Speaking, Reading and Writing. By excelling these skills people can be influenced by the thoughts and ideas where they reach them with coherence.



LITERATURE REVIEW

English Language has its own significance in creating employment opportunities. In most of the surveys conducted among the students those are appearing for the placements and also the employers of different organizations, it is that identified a lack of communication skills in English is causing a major trouble in the process of recruitment. It is noticed that English Language Skills and Employability are interconnected to each other. When a candidate is excelling in all the skills, he can explore a higher scope of employability in the present world. In the coming years, the importance of English Language leading to effective communication skills has its own pace in the business world. So, to strengthen the roots of the companies it has become necessary for the employers to appoint a candidate with all the desired skills for smooth functioning of the organization, which in turn creates a good atmosphere among the employees without creating any disturbances or misunderstandings among the employers.

Many employers may provide a platform for the employers to interact with many people according to their job roles and may also need to visit other countries where their mode of communication will be in English. So, in this regard students need to be trained with better English Speaking Skills with good confidence levels, so as to build a good career by facing the different stages of the interviews. Thus, English has its own criteria in today's ultra-modern world.

As said by M. Pandey and P. Pandey (2014), English plays a vital role in the business world especially to handle international business dealings. So, in order to overcome the poor language skills which will create a lot of confusion in business dealings, companies will choose candidates who possess a higher level of English Language Proficiency in English. Thus, a candidate needs to cross the national and cultural boundaries, where acquiring the English Language Skills will help them to break these boundaries in a productive way.

PROBLEM IDENTIFIED

Every year many graduates are able to clear their academics and are acquiring their degrees with a good pass percentage. But on the other hand, they are unable to meet the standards of the

employer when it comes to the placements. Though they are well versed with the academics, they are unable to clear their rounds in the interviews by failing to express their academic knowledge through oral communication. So, when an employer wants to hire any candidate he is very much keen in the candidate's performance, especially the way they carry themselves in the interviews, where effective communication plays a key role to grab the opportunities provided by the companies. To excel in the communication skills, a candidate needs to improve his fluency in English which connects him to the outside world with an added expression to the information. Employers are in search of those candidates who can connect to the people both inside and outside the organization by maintaining healthy relations which contributes to the growth of the organization. So, there is a dire need for the students to enhance their English Language Competencies along with their technical and professional knowledge.

METHODOLOGY

If students need to gain the employability, they need to acquire the skills to work well with the people as a part of working etiquette. These skills include interpersonal skills which include wide areas as mentioned in the introductory part of the paper. As the private organizations are well established and are becoming more competitive due to the changed world economy. In these situations, the selection of candidates always becomes very tough and is kept on their toes to clear the rounds and become successful in the interviews. Exploring their own skills and by being a challenging competent to themselves in reaching the expectations of the companies is the essential skills of the candidate in carrying themselves in accomplishing their future goal. If the institutions take up few training sessions to the students as to how they need to represent their skills apart from academics and what are the industry expectations in today's modern world which are in search of the candidates need to be briefed and explained by encouraging them to meet the standards.

If students need to gain the employability, they need to acquire the skills to work well with the people as a part of working etiquette. These skills include interpersonal skills which include wide areas such as Communication Skills (which covers both verbal and non-verbal communication), Listening, Emotional Intelligence, Team-working, Negotiation, Persuasion and Influencing Skills, Conflict resolution, Problem -Solving and Decision Making Skills, etc. As the private organizations are well established and are becoming more competitive due to the changed world economy. In these situations, the selection of candidates always becomes very tough and is kept on their toes to clear the rounds and become successful in the interviews. Exploring their own skills and by being a challenging competent to themselves in reaching the expectations of the companies is the essential skills of the candidate in carrying themselves in accomplishing their future goal. If the institutions take up few training sessions to the students as to how they need to represent their skills apart from academics and what are the industry expectations in today's modern world which are in search of the candidates need to be briefed and explained by encouraging them to meet the standards.

CONCLUSION

Gaining Effective communication skills has become a fundamental necessity for the successful employment. A candidate's ability is to represent their knowledge and skills effectively as to how he can adjust to the workplace environment with the available resources with different cultural background people, which becomes a challenging task. So, in the process of filtration during the interview the employers try to select the candidates who are well versed with the four skills such as Listening, Speaking, Reading and Writing, which has a greater impact on the clients in dealing the job related issues with the customers, superiors and also with the colleagues which lead to the effective and encouraging environment of the organization. Thus, English Language Skills which form the imperative role in today's employment selection is interrelated to each other, as better the skills of individual posses in English, the better the scope of employability.

REFERENCES

1. Clement, A, and Murugavel T. "English for Employability: A Case Study of the English Language Training. Need Analysis for Engineering Students in India." *English Language Teaching* 8.2 (2015) 2 May 2013
2. Cassidy, S. (2006). Developing employability skills: Peer assessment in higher education. *Journal of education and training*, 48(7), 508-517.
<http://dx.doi.org/10.1108/00400910610705890>
3. Graddol D. (2010). *English Next, India*. New Delhi: British Council
4. Jihyeon, J. (2009). Key issues in applying the communicative approach in Korea. *English teaching* 64 (4), 123-150. <http://dx.doi.org/10.15858/engtea.64.4.200912.123>
5. Mehtabul, A., Chin, A., & Prakash, N. (2010). The returns to English- language skills in India. CREAM discussion paper series 1002, Centre for Research and Analysis of Migration (CREAM), Department of Economics. UK: University College London
6. Nation, I. S. P. (2000). Creating, adapting and using language teaching techniques. English Language Institute Occasional Publication No. 20. Victoria University of Wellington.
7. Pandey, M., & Pandey, P. (2014). Better English for better employment opportunities. *International journal of multidisciplinary approach and studies*, 1(4), 93
8. Pereira, P., Louis, A., & Lok, H. (2002). Employers' perspective of English language needs of BBA graduates. IRDC research. UiTM
9. Pratap, Abhishek and Iqbal. Tabish (2015)
English_for_Employability_as_Global_Language"
<https://www.researchgate.net/publication/273451908>
10. P'Rayan, A. (2011). Engineering English: A critical evaluation. *Language in India*, 11(12), 10-283.