

The Role of English Communication Skills in Employability of Graduates in India

Ms. Sandhya Konale

Assistant Professor of English
Dayanand College of Commerce, Latur

Abstract

English language proficiency among the graduates has become one of the most important aspects for empowerment opportunities in the modern India. English has been an integral part of Indian curriculum for decades and it plays vital role in finding job placements in reputed organizations. Those who have strong English communication skills get a job much faster than who have only basic English skills. Today, almost every job demands to have the knowledge of the English language, which highlights the importance of the English language in career development. Even if you are not proficient in the language, you have to at least be familiar with it. Thus, good English communication skills definitely helps to enhance one's employability. English is immensely important wherever you are in the world. English communication skills have become one of the major tools for employability in the current scenario; it is no longer a demand, but has become a necessity. India is on the journey to become a strong and prosperous nation in the world. Therefore, the study of English language is of great importance for a developing country like India. This paper highlights the contribution of English communication skills in employability of graduates in India.

Keywords: English Communication Skills, Employability, Graduates in India.

Introduction:

Language is the primary asset through which we can convey our ideas, thoughts and can also recognise others' perceptions and opinions. As we all know, English language has become "Lingua Franca" in the modern world that means it has gained the position of common language of communication used by speakers of different languages. English has gained significance in all the major fields like education, commerce, trade, employment; etc. Effective communication has become a benchmarking parameter to insure growth and success in any field.

In India, English plays an important role in our education system as well as national life. It is the official language of India. This means that all official communication in India is done in the English language. Most importantly, it is the minimum qualification that employers look for in a potential employee. Therefore it is vital for today's graduates in India to be well-versed in English communication skills in order to increase their employment opportunities. Good English communication skills will definitely help to increase employability by boosting basic skills to get, keep and perform well in the job.

Objectives:

1. To analyse the impact of English communication skills on employability in India.
2. To explore opportunities available through English proficiency for graduates in India.

Research Problem:

Employability is the vital issue for India. Students spend 3-4 years of their valuable life to get quality education. After the completion of graduation they search for their dream jobs.

However, due to lack of domain knowledge and poor English communication skills, they miss many lucrative job offers. Most of the organisations hire candidates who are good in English communication irrespective of department, position, etc. The present paper analyses how English communication skills can influence job opportunities of young graduates in India.

Research Methodology:

This paper is descriptive in nature. The data for this research paper is collected from the secondary sources such as books, newspapers, journals, internet source, etc.

Review of Literature:

According to Radhakrishnan University Education Commission, "It is a language which is rich in languages, literature-humanistic, scientific and technical. If undersentimental urges we give up English we would cut ourselves off from the living stream of ever growing knowledge."

Prof. Santosh R. Gaikwad (2016, 2019) in his Multiple research studies analysed the positive and significant relationship between English fluency and employability of individuals. He opined that English communication empowers the staff for attentive listening, effective presentation, handling day-to-day meetings, working with assertiveness, and strong sense of conviction helping the customers to take time and logical decisions. In addition, it meets the requirements such as writing professional emails, business letters, proposals and addressing diverse kinds of audiences publicly. All of these are skills in demand through which the graduates can get jobs and grow in the career paths (Dwyer, 2013).

The National Employability Report by Aspiring Minds, an employability solutions

Company, revealed that inadequate English and computer skills are the key factors that make Graduates unemployable. It stated that out of 60,000 Indian graduates, about 16% and 14% of The graduates were employable in sales and customer service operations. These jobs require communication, cognitive skills, and personality traits such as friendliness and agreeableness and in the latter numerical ability too. Over one third of the graduates (36%) were suitable for Employment in clerical/secretarial jobs, which require relatively low skills. Only 2% of graduates are employable in corporate communication or content development, as the primary requirements are an exceptional command over English and basic analytical skills. Only 3% are employable as analysts and a mere 2% as accountants. In teaching, the employability was only 15%, as all jobs require high competence in cognitive skills and English. It was found that the higher the skill requirement for a job, the greater the gap in employability. The cognitive skills remain the same, but the maximum difference between them is English communication skills. So, we cannot deny the fact that "Poor English, Computer Skills make Graduates Unemployable" (Nagarajan, 2013).

Importance of English language in the current scenario;

Today's world demands such a young generation that possesses certain skills and virtues in addition to their academic excellence and good English communication skill is absolutely one of them. Almost every job today demands good English communication skills. With fluent English communication skills, 80% of your work is done, no matter if you are looking to expand your own business or want to crack an interview.

The world economy is emerging as a global village and knowledge of the English language makes you eligible for global opportunities. The importance and utility of the English language in India as a medium of business- and official-communication is well-known as its criticality has been reinforced due to India's colonial legacy, linguistic diversity and the rapid growth of globalisation.

English plays an important role in our daily lives; in the modern world there is great utility in English. English is widely used throughout the world as an international language. It is one of the official languages, even in most third-world countries. It is also used to connect globally. English is the highly developed language capable of expressing ideas and the means of unveiling modern civilization.

English language's significance is due to its global use.

English is a widely spoken language in the current scenario. It is used as the common language in the modern world. It is the language that is most often taught throughout the world as a second language. English is used in the contact system with the outside world in India. This is also used for interaction between states and intrastate. India has great ethnic and linguistic diversity, so we can see English as an important bridge language. With the rapid advancement of IT, Commerce, Trade, Research, Biology, Irrigation, Education, Mass Communication, Computer and Operating Systems, English has become a tool for written and oral media in the field.

English is a link language in India over the recent years. It is the only language which is understood by the educated people all over the country. The trade correspondence from one state to another is mostly conducted in English. There will be no dialogue possible between persons from different states, if those persons have no knowledge of English language. Hence, English has helped India to achieve unity in diversity.

The former Prime minister of India, Pandit Jawaharlal Nehru once stated that, "English is our major window to the world." English is the means to prevent a nation's isolation with the world. All regional languages must be developed and promoted but at the same time English should never be discarded in the education system or in the Indian society.

English communication skills and employability in India:

Employability and English communication skills go hand in hand in today's competitive world. A good communication skills works as a stepping stone in one's personal as well as professional growth. Basically, employability is about having the capability to gain and maintain employment as well as to obtain new employment if required. The Cambridge dictionary defines employability as "the skills and abilities that allow you to be employed."

In the modern age, it is crystal clear that a traditional degree is not enough to have a good command over employability skills. Employability skills are the soft skills that help to make you stand out from other candidates aiming for the same job with similar academic qualifications. Some basic employability skills include communication, leadership, problem solving, critical thinking, team work, self management, reliability, planning, organisation, time management, technical knowledge, initiative, learning, etc.

Unemployment has become a worldwide burning problem in the twenty first century. In India, it is one of the biggest problems as the educated youth more in number compared to other countries. India is the only country that consists of the highest percentage of youth population in the world. Five million graduates are produced annually in India. Only half of them are employable in any sector. The key factors that are holding back the students from employability are inadequacy in English skills and computer skills.

Employers are constantly in need of employees with strong communication skills covering a wide range of verbal and written communication. As there is multi-cultural and multi-linguistic work force in the companies, employees should be interactive and communicative with others in the team work, for which English is the common language which connects people. English is used for official communication in meetings, presentations, training programmes, conferences, letters, documents, reports etc. for this purpose employees are expected to read, write, speak and understand English.

One of the vital problem found by the employers and recruiters in candidates for different jobs is the deficiencies of written as well as oral communication skills. Many candidates doesn't have the knowledge to give exact answer at the time of interview and they are unable to prepare a simple formal letter or report. Interviewers will be in dilemma when they encounter such candidates who have good technical knowledge, but lack of communication skills in English. left with no other choice they may take the candidate, but will make sure that they are groomed and trained properly. Employers show interest to interview and recruit who have both communication skills in English and job skills. It lessens their burden of giving too much orientation training at the time of job training.

English is undoubtedly an international language today. Due its global presence in almost all lifestyles, it has become more important today than ever before. In India, English was introduced to the Indians by British people who were expected to create better clerks for facilitating administrative purposes. However, today English has become the part and parcel of Indian life.

Suggestions:

To be proficient in English, one needs to practice all the four language skills i.e. listening, speaking, reading and writing.

The job – aspirant should focus on pronunciation along with grammar while speaking.

The listener should be able to get clearly whatever you are talking about.

Vocabulary is the most important part of any language. The more words you learn, the better you are at understanding and explaining complex concepts. You will also sound fluent in a language. The proper use of words will help to convey the intended message in an appealing way. Thus, one should focus on expanding vocabulary.

Grammar is also vital part of any language. One must use grammatical rules very carefully while writing as well as speaking. Thus, using the correct grammar is necessary for those who desire to master over the language.

Learners should be given practical knowledge of English in order to help them to link up with the working world.

A teacher of English should prepare the learners who can make use of English as per the situational context. Their focus should be diverted to communicative language Teaching. The traditional mode of teaching should be updated, and the latest technology-enabled teaching aids should be used to motivate the learners.

Conclusion:

In today's world, English functions as a global language, link language, language of library, language of business, language of commerce and trade. A good English communication has become the major employability skill in the modern world and so in India. Having good communication skills in English will help for better job opportunities. Therefore, it is necessary for the Graduates in India to command over English communication skills for their professional growth.

References:

1. Cohen, A. (1990). *Language Learning: Insights for Learners, Teachers, and Researchers*. New York: Newbury House.
2. Dwyer, J. (2013). *Communication for business and the professions: Strategies and Skills* (5th ed.). Frenchs Forest, Australia: Pearson.
3. Gaikwad, Santosh R. (2016). Role of Skill Development Drive in Employability of Indian Graduates, *ALIVE Journal*, Vishwakarma Publication, Vol. 1(1), Pp. 33-42.
4. Nagarajan, R. (2013, June 23). Poor English, computer skills make graduates unemployable. *Times of India*. Retrieved from <http://timesofindia.indiatimes.com/>
5. <https://burlingtonenglish.in/blog/why-english-is-important-for-a-career/>
6. <https://dictionary.cambridge.org/dictionary/english/employability>
7. <https://www.futurelearn.com/info/courses/career-success/0/steps/21285>