Chapter - 4

Soft Skills Development: A milestone

It is decently perceived by the commercial ventures that the collection of abilities that effective section level workers bring to the work environment has two classifications: Technical and Soft aptitudes. Delicate aptitudes are those that are critical to a representative's capacity to work more intelligent. A study of representatives include: explanation, ability in perusing, composition, successful listening and oral relational abilities; versatility to multifaceted environment through inventive speculation and critical thinking, individual administration with decisiveness and activity; interpersonal aptitudes and the capacity to work in groups. Ventures characterize the contestants to be 'Industry Ready' when they have these delicate abilities. It industry specifically, is confronting discriminating need to scaffold the delicate abilities crevice. Numerous Industries give delicate abilities preparing to their new competitors before joining the floor. They are prepared for:

• Adapting to Corporate Life

• The specialty of Communication

• The Hidden information of Communication

• In the World of Teams

• Discussions, Decisions and Presentation.

4.1 Industry and interaction for skill development
Maharashtra State Board Technical Education arranged an interaction of industrialists with academia in the presence of the Hon’ble Minister Rajesh Tope. The “Industry Institution Meet” at VITS Aurangabad was held on 27th January 2014 to get first hand information from the industrialists of Aurangabad region about their technical manpower needs – both in terms of quality & quantity.

Worldwide rivalry, the movement to business undertaking, and new innovations have rebuilt the business and adjusted how designers work on designing. Stochastic critical thinking aptitudes are vital in a situation portrayed via limitations and a sympathy toward the effect of designing arrangements in a worldwide and societal connection. On the lines of aforementioned setting, Hon’ble Shri. Rajesh Tope, Minister of Higher & Technical Education, Maharashtra felt the genuine need of empowering unemployed, incompetent youth of retrogressive districts of the state by arriving at to them to survey their employability needs. Hon’ble Minister in his address mentioned about the Government’s concern towards unemployed youth in backward areas of various districts. The scarcity of quality employable youth has been a serious issue to many industries. He also enlightened the industrialists about the recent Government Resolution on Corporate Social Responsibility (CSR).

Highlighting the industrialists need, they expressed their fear in employing the existing youth. They said that for industries to employ, the job seekers need to possess skills of the trade. Showing their concern, they said that there exists a shortage of right manpower with practical technical and soft skills. The industrialists accepted the existence of ample scope for skilled manpower in automobile, pharmacy, paramedical electronics, health care, automation, mechatronics, robotics, construction, embedded systems, food processing sector, safety and security management, hospitality & housekeeping sector. Shri. Milind Deshpande was aghast at the mendacity of the youth towards work and that bringing the masses to industry has been a challenge as the present youth is pretty disillusioned a lot. Shri. Kank sharing his experiences said, the casual attitude of employees at production shop floor in beginning tasks have been leading to lower rate of production.
After listening to the feedback from industrialists, Hon’ble Minister emphasised the urgent need of setting up of a Model Skill Development Centre in the Aurangabad Region. He put forth his thought to the industrialists & academicians & asked them to identify three best sectors that need maximum manpower with minimum skill training so as to fulfil the industry’s urgent requirement, thus providing employment to the unemployed youth & helping industry in their growth. It’s the ministry’s concern to increase the employable youth to maximum extent.

The industrialists welcomed the initiative of the minister & expressed that Maharashtra may require many such skill development centres. All the industrial persons present assured all the co-operation in ensuring the successful running of the proposed Model Skill Development Centre.

In that month on 5 January 2014, a news distributed in Economic Times about 'Better Opportunities in India for familiar English' read 'The individuals who talk English easily win up to 34% more than the individuals who don't talk the dialect, a late report has discovered, affirming the connection between an instruction in English and the extent of livelihood opportunities. Be that as it may given the imperatives of expense and access, the quantity of those considering in English medium is yet to get. Under 25% of understudies of advanced education are examining in English medium in the north focal district of India, including Bihar and UP, contrasted with around 75% in south India.

Advanced education in Indian dialects costs between Rs 1,200 and Rs 3,000 a year, while English medium expenses 6-8 times all the more, between Rs 8,000 and 15,000 a year. Be that as it may the speculation is seen as advantageous since instruction in English is prone to yield higher wages, says the report composed by Dr Abusaleh Shariff of the Center for Research and Debates in Development Policy, New Delhi and Amit Sharma, research examiner with the National Council for Applied Economic Research.

4.2 Maharashtra State Board Technical Education’s (MSBTE) initiative to fulfil key requirement of Employability
Knowing the requirement of Industry, MSBTE has given its level best to shoulder the responsibility of imparting Soft Skills in their revised academia, so that the Industries don’t have extra task of training the such Engineers. MSBTE’s vision to guarantee that the Diploma level Technical Education continually matches the most recent prerequisites of Technology of industry and incorporates the inside and out self-awareness of understudies including social concerns and to end up internationally focused, innovation drove association.

The primary method of reasoning to begin Personality advancement by Maharashtra State Board Technical Education for the Diploma Engineering universities is that in today's aggressive world, the nature of associations is changing at extremely fast speed. In this circumstance the obligation of certificate holder is not remarkable. He will be a piece of a group in the association. Thusly the individual abilities are not sufficient to work taking care of business, this subject will build up the understudy as a powerful individual from the group. It will add to the capacities and abilities to perform at most elevated level of value as a single person and also an individual from center gathering or group. Such aptitudes will improve his abilities in the field of seeking, absorbing data, dealing with the given assignment, taking care of individuals adequately, tackling testing issues. The subject is ordered under Human Science.

According to Maharashtra State Board Technical Education, the targets behind beginning Personality Development through English will empower the understudies to:

- Develop disposition for working in groups.
- Apply critical thinking systems for a given circumstance.
- Use powerful presentation systems.
- Apply systems of powerful time administration.
• Apply undertaking administration systems for given activities.

• Enhance initiative attributes.

• Resolve clash by fitting technique.

• Survive self in today's focused world.

• Face meeting without apprehension.

• Follow good and morals.

• Convince individuals to maintain a strategic distance from disappointment.

The updated curricula for all orders contain real push territories like utilization of data innovation and advancement of nonexclusive abilities. The highlights of the overhauled educational program:

• For each discipline a core team was formed to revise the curriculum.

• Analysis of the present curriculum has been done through the questionnaire responded by concerned teachers. In order to assess the present needs of industries, search conferences were organised. Series of discussions were held with the representatives of Industries.

• To add to the sought capacities in understudies, as communicated by commercial ventures, center has been given on creating non specific abilities.

• The educational module of nonexclusive abilities has been outlined from entire to part.

• The first year concentrates on self-improvement, for example, Learning to learn abilities, identity advancement, presentation aptitudes.
• Contents of second year gives weight on social aptitudes like Team building, initiative, bunch conduct and so on are secured.

• The third year gives accentuation on creating proficient abilities through undertaking administration
  
  • Specific periods (addresses/ useful) have been designated in the educational program.

Teaching Scheme consists of 1 hour of theory period every week and 2 hours of practical. 25 Marks are allotted for Internal Assessment.

Assignment given for Progressive assessment of Diploma Engineering students are:

• Self Introduction

• Techniques of developing positive attitude

• Tests on developing positive attitude and self effectiveness

• Learning structure

• To understand the concept of study techniques by interacting with toppers in a batch

• Access the book on Biography of Scientist/Industrialist/ Social leader/ Sport person from the Library

• Prepare notes on given topic by referring to books/journals/websites

• Prepare Powerpoint slides and make presentation

• Listening skills

• Time Management

4.3 Acknowledgment of Higher Officials and Industrialists on developing the future engineers
The MSBTE led the overview of Industries in the Maharashtra State. The businesses secured were little, medium and vast. The information was gathered through a decently composed survey and meetings with chose industry staff. The information was examined deliberately to touch base at the desires principally of medium scale businesses. The outcomes recommended that the industrialists & bosses are thundering over in distress for not watching them in the present educated employment seekers. Businesses need people who have a decent measure of ‘delicate aptitudes’.

There after MSBTE’S special newsletter on Development of Life skills, volume IV, Issue-2, April 2014 was published. This newsletter gives shape to the further of the chapter which mentions the inner thoughts of High officials, Industrialists, teachers’ and students’ feedback.

Mr. Pramod A. Naik, the Director of MSBTE recognizes that, we all are mindful that, in the present period of worldwide aggressiveness, blazing any endorsement demonstrating culmination of confirmation or degree does not go about as a visa to a fantasy work for a young person or lady. These days, businesses expect more from employment hopefuls, especially those that qualify as certificate graduates & above.

"There's a platitude that hard abilities will empower you to perform well in the educated community and in meetings, however its delicate aptitudes that get you the job."1

Delicate aptitudes are illustrative of how candidly wise and captivated we are. It is exceptionally hard to partitioned the two, hence, it is inexorable to anticipate that there will be some cooperation between delicate abilities and feelings, especially on account of learning. For instance, how understudies' learn and fathom data goes past the standard capacity to amend and disgorge genuine data. Learning is a passionate experience – past learning encounters impact the maintenance in understudies the themes of scholarly essentialness that are brought to their light. Adapting, as one would envision, uses a lot of cognitive exertion. On the other hand, cognitive exertion
is not settled and completely practically at all times – it is liable to evolving circumstances. It is thus, essential for instructors to make a positive, candidly sheltered learning environment to accommodate ideal chances to learn. Figuring out how to oversee emotions and connections constitutes as enthusiastic knowledge that makes ready for scholastic development. Understudies with brilliant delicate aptitudes can fit into most situations on the grounds that they are versatile, adaptable, submitted and driving forward and show the right mentality. Such qualities cut over all controls. To perform well and propel in one’s vocation, one needs to have elevated amounts of delicate abilities in managing individuals viz. Relational abilities, Thinking Skills, Team building and Leadership Skills, Emotional Intelligence, Entrepreneurial and Innovative Skills Development of Soft Skills has two sections: One section includes creating disposition and traits, and the other part includes calibrating relational abilities to express mentality, thoughts and musings well. Rather than simply concentrating on gathering scholarly necessities and winning their confirmations, understudies would do well to strive towards mastering delicate aptitudes, as well, for example, great time administration, being responsible and having a solid hard working attitudes. The understudies might create assorted scope of capacities, for example, relational abilities, key arranging aptitudes, mindfulness, expository considering, initiative aptitudes, teambuilding abilities and so on. Delicate abilities preparing incorporate addresses, ventures, pretends, tests and different other participatory sessions. The accentuation will be on adapting by doing. As the preparation ought to be experiential and profoundly intelligent, the understudies will assimilate the abilities and characteristics in a slow and unobtrusive way furthermore disguise them over a time of time. Disguise guarantees that the abilities and properties get to be a piece of the understudies’ temperament, making them more confident and sure. Delicate aptitudes are about empowering and engage. We are proud to have incorporated “Development of Life skills” in the “G Scheme” as a subject & have provided handbook & Assignment book for the students to read, learn, implement & master the soft skills.

I would here again reiterate that soft skills cannot be acquired merely through the teaching- learning process, it needs an individual practicing them in daily walks of life. It’s hence, a sincere appeal to our teacher fraternity to accept the ground reality &
further shoulder the responsibility of enriching themselves through practice & set archetypes for our young budding engineers to follow & imbibe.

Further, he gives few tips to acquire Soft skills for the Diploma students.

- Enlighten all the more about your identity, qualities and shortcomings and focus on making an arrangement of activity to address them.
- Learn about how to market yourself – your appearance and identity are as vital just like your insight about hypotheses and ideas.
- Listen & reword – stick to the guidelines of discussion; take notes to help you to see better.
- Think enormous and put to utilize your innovative and advancement abilities.
- Have better mindfulness abilities by perusing and grasping data.
- Be positive – attempt to take in & profit something from each experience.
- Take on driving parts and practice choice making in school, school or at home and figure out how to oversee things adequately.

Dr. V M Mohitkar, the Secretary of MSBTE notice that in today's time of cut throat rivalry, Life Skills matters most extreme in the Corporate World. The term 'Life Skills' typically alludes to the abilities connected with overseeing and carrying on with a superior personal satisfaction. These abilities at first provide for us a certainty to live and afterward help us to achieve our desire and maximum capacity of an individual. There is no conclusive rundown of life aptitudes; certain abilities may be pretty much important relying upon life circumstances, society, convictions, age, geographic area, and so on.

On the other hand, Steve McKinley has displayed a 4H model of life which shows the accompanying abilities as demonstrated underneath in the plain structure.

There is no complete rundown of life aptitudes; certain abilities may be pretty much pertinent relying upon life circumstances, society, convictions, age, and geography.

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<th>Four Hs</th>
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<td>Head</td>
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<td>Planning/Organising</td>
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<td>Goad Setting</td>
<td>Thinking</td>
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There is no authoritative rundown of life abilities; certain aptitudes may be pretty much applicable relying upon life circumstances, society, convictions, age, geographic area, and so on.

It's fairly hard to plainly classifications the abilities in distinctive spaces as they are interrelated. In any case, the aforementioned rundown of aptitudes shows set of abilities needed to live as well as to exceed expectations in life. Maybe the most
critical life ability is the capacity to learn viz. figuring out how to learn. By adapting new abilities, we expand our understanding of our general surroundings and furnish ourselves with the instruments we have to carry on a more gainful and satisfying life. Life abilities are not generally taught straightforwardly yet regularly adapted by implication through experience and practice.

The earth in which we live, for example, family, group, companion gatherings, schools, neighborhood and so forth has a positive effect on getting the abilities. The positive and helpful environment is imperative to gain the new ability sets. Along these lines to be fruitful in life, an individual ought to be a deep rooted learner. Ordinarily, we recollect : 10% of what we read; 20% of what we listen; 30% of what we see; half of what we see and listen; 70% of what we see, hear and examine and 90% of what we see, listen, talk about and hone. The real experience of doing it without anyone else's help is the most ideal approach to fortify learning exercises.

Keeping the above philosophy in mind, MSBTE, while revising the curriculum and introducing G Scheme from academic year 2012-13, has introduced a subject having a special focus on “Development of Life Skills”. The MSBTE has also emphasized on introducing practical exposure to the extent of more than 50% to the diploma students. These steps will definitely go a long way for diploma students in acquiring not only technical skills but other life skills mentioned in this write up.

He concluded by stating that,

_Self-awareness is the quest for creating, sharpening and mastering the aptitudes that help us turn into the best conceivable individual with all that we have. It is the arriving at for and acknowledging of our maximum capacity as individuals. Hence with the privilege & positive set of life abilities, one can flourish in his/her life, as well as can serve the group everywhere and add to improvement of Nation as well._

- _Industrialist urge for better representatives_
B. N. Balaji Singh, Director, KEC International Institute for Training and Development, Butibori, Nagpur expressed:

What are these delicate aptitudes? They are parts of your identity that are going to the bleeding edge as expert resources – critical thinking, cooperation and flexibility to change.

In this present reality workplace, what the business needs is administration by strolling around and administration by talking around instead of negligible MBA! So in the business one ought to have the aptitudes to stroll around i.e. keeping your five faculties caution and if necessary the intuition of additional tactile recognition additionally wide astir. As it were, the ability to sharpen themselves about the happenings happening around them is critical. Obviously, the ability to talk around is a center competency of correspondence.

The certificate holders, specifically, are the bleeding edge chiefs straightforwardly in charge of accomplishing the work through the unionized specialists. Unless, they have the Knowledge, Attitude, Skill and Habits (KASH) Inventory, they will be not able to perform the errand and thus feel extremely unstable creating a great deal of work related anxiety prompting a few psychosomatic issue like headache migraine, ulcers, corrosiveness and so on. They are absolutely adrift if there should arise an occurrence of any crises like mishaps on the shop floor, sudden device down strikes, hostility by the workers, client objections because of dismissals and revamp and so on. Not one or the other they find themselves able to manage forceful supervisors, hardhearted associates and unfaltering specialists. They don't have the expertise of saying "NO" in a political manner and need persuading ability to determine clashes. The greater part of them have all the earmarks of being sheep for the butcher experiencing reasons for alarm of disappointment, achievement and obscure future. We find that the above expressed capacities/ aptitudes are completely ailing in the newcomers in the business
regardless of their capability. The certificate training ought to begin giving careful consideration towards growing such aptitudes and capacities in their anticipated groups of understudies.

Subodh Sant, Dy. General Manager, Mfg. Designing, Bosch Chassis Systems India Ltd, Chakan, Pune composed that 'I call Diploma Engineer to be the foundation of Indian Industry. Industry is overwhelmed by little subordinate units and multinational goliaths. Both the divisions need recognition engineers at different levels. Presently a-day's creation doesn't mean remaining on the machine and creating segments. It anticipates that its partner will deliver, look after machine, and keep up quality & cost.

Set further just to keeping up these parameters don't comprehend the reason. They have to overhaul all these parameters. The last individual to convey the heap of vision and focuses of organization is a confirmation engineer. Keeping in mind the end goal to satisfy all these prerequisites, manage and develop with the Industry is must. Notwithstanding specialized profundity, legitimate correspondence is the parallel & fundamental ability which has ended up necessity as well as an edgy need of the business. In numerous commercial enterprises, a confirmation engineer who has worked with his hands, obtains a quantum of learning & set of abilities that administration can't overlook and put a bar on his development in the association. Here the main obstacle which runs over in his development is situated of delicate aptitudes separated his specialized competency. I think right from school days, independent of whether he remains a recognition design, or turn into a graduate or post Graduate; he ought to be given lessons on delicate aptitudes. The strategies can be interest in verbal confrontation, rhetoric rivalries, compulsory English talking inside school grounds and class, support open talking, long oral examinations, bunch dialogs, empower interpersonal correspondence and PC mindfulness, regardless of center competency and so forth.

Educator or Engineer himself can recognize and overcome negative focuses like reticence& modesty. In some cases, bashfulness is the main motivation to stay behind in profession and detached brilliant open doors. Commonly we listen "Kept in touch
with Pass Ho Gaya lekin Oral me Gaya”. Delicate expertise will change this situation. A recognition engineer with top to bottom specialized information & fantastic delicate abilities can rival any graduate designer in the years to come. To get it going, mechanical boss and also educators need to assume an essential part. This can be powerful on the off chance that it begins occurrence amid school days & introductory period of vocation. We have to fortify this class of specialists to help their profession, improve industry and scholastic relationship.

Shyam Kripalani Manager Training Indorama Synthetics (I) Ltd., Nagpur talks positive part of Soft aptitudes. As per him, delicate aptitudes are essential for applicant's development regardless of his territory of specialization and picked vocation way. A competitor with great delicate abilities other than his practical learning will be in a superior position to be fruitful in his vocation as opposed to the individual who forces just space information. Study embraced by a couple of presumed HR firms overall additionally substantiates the above point and the general mindfulness has been made to persuade the single person to offer imperativeness to these abilities likewise which are pertinent to him or her in expert, individual and social front.

A couple of the samples could be: Time Management: That implies knowing the imperativeness of Time (estimation of a moment, hour, day, and so on) organizing the assignments and separating in the middle of dire and essential undertakings. Inspiration: Only a positive and self-propelled inspiration is feasible one when contrasted with different manifestations of Motivation which are of impermanent nature. Stress Management: That is capacity to handle push in a positive mood regardless of testing circumstances. Different abilities, for example, Leadership Skills, Interpersonal, Communication, Team Management, and so forth are likewise essential which could be created by the applicant over a time of time so that the he gets to be effective in vocation and makes another benchmark in his picked field.

Mr. A D Shahane, Vice President, Corporate Training – Technical, Larsen & Toubro, Mumbai put emphasis saying, Diploma Engineers play an important role in nation building by contributing to the organization they join after their graduation. Their
contribution greatly depends on knowledge and skills they acquire during their studies. With changing industrial scenario, organizations now need fresh diploma graduates with not only good technical skills but also with a few critical soft skills so that they become job ready much faster and with minimum support. Technically competent diploma graduates with soft skills like positive attitude, team spirit, creative thinking etc. can contribute more to their organization. They also achieve higher levels of success as entrepreneurs. As soft skills were not covered in colleges so far, bigger organizations who had infrastructure and facilities used to put their fresher’s through soft skill training, while others who could not do so, suffered. He further appreciates MSBTE for taking steps to address this issue by introducing soft skills in the curriculum. He is sure, management of polytechnic colleges will extend their full support to this initiative and students will reap rich benefits from it. This finally will benefit every student, employers and the nation.

Mr. Tojo Jose, Executive Vice President, Human Resources, Blue Star India Limited, Mumbai notice that Soft Skills are found out practices which oblige preparing and centered application. Delicate aptitudes will empower the Diploma understudies with a solid calculated and viable system to be successful and productive colleagues. Delicate Skills assume an imperative part in adding to the identity, in this manner upgrading vocation prospects. Delicate Skills will help them to manage distinctive circumstances industriously, dependably and reinforce them from inside. These aptitudes engage them to comprehend "Who they are" and How best they can turn out as able people in any given circumstance. Delicate Skills incorporate listening aptitudes, relational abilities, influence abilities, arrangement aptitudes, presentation abilities, mindfulness, time administration aptitudes, peace making abilities and so forth. Organizations are searching for competitors who are keen and can display themselves well. Businesses need to choose, hold and advance adolescent ability who are trustworthy, creative, moral and great communicators, who are ready to work under weight. Organizations consider passionate lavishness as a benefit in light of the fact that it permits these representatives to captivate with inner and outer customers in a more important manner. Delicate Skills fundamental in today's Business Scenario are Interpersonal abilities, Adherence to the managing qualities & convictions of the
organization, Communication aptitudes, Confidence, Presentation aptitudes, Openness to learn, Discipline and Pro-liveliness.

The Diploma students hired by the company have to interact with the customers - internal as well as external - as per the business needs. Especially, when they interact with external customers, the way they present themselves becomes critical. The candidates need to be confident and should have excellent communication skills. Since they are fresh out of College, it is important to develop these skills to make them ready for the Business world. The great thing about building soft skills is that one can acquire them. Regardless of the background, gender & education, developing Soft Skills will make a Diploma Engineer stand out from the crowd and make him/her more “employable”.

Mr. Mukund Sathe VP-Technology, CORE Education & Technologies Ltd. Mumbai gives his word. He states, while technical competencies are essential for a job, equal weight-age is given to the behavioural competencies also. A resource may be technically excellent but if he or she is unable to express him/her or is not displaying a team work spirit, the organization will not be able to use his/her technical competency in the most efficient way. Communication skill plays a vital role in an employees’ career. It is the ability to express oneself to the peers, subordinates, higher-ups, clients and all the stakeholders. During face to face communication, body language also plays an important role. One should be able to articulate ideas in a crisp and clear manner. There should be clarity in thoughts. Listening skill is also another critical aspect of effective communication. Unless you listen to others and understand their point of view, you will not be able to be effective in communication. Employees are expected to be highly flexible and adaptable in their approach. The business scenarios are very dynamic and due to cut throat competition, organizations are required to be agile. The organizational agility is directly related to the flexibility of its employees. One has to very quickly adapt to the changes and continue to perform efficiently. The changes may be in terms of technology, job profile, responsibilities, type of activities, projects, reporting authorities, clients, work places etc. In a scenario, where one wants to disagree with the imposed changes, it is required that you effectively discuss and debate your point of view with the concerned authorities.
and reach a win-win situation. You are expected to be self starter and proactive. There may be cases when your superior may not have assigned you a task. In such cases instead of waiting, you could proactively offer to take up the task. When you have been assigned a task, it is of utmost importance to appraise your superior regarding the work progress on a periodic basis. In case you face any road block, you are expected to raise the red flag immediately. Time is precious and hence one has to constantly ensure that it is not spent on unproductive activities. In any project, though everyone’s individual contribution is important, the most critical aspect is the cumulative output of a team. One has to be a good team player and ensure cooperation to all the team members. One should boldly own up responsibility for mistakes and take corrective and preventive actions instead of indulging in blame game. All these skills are generic in nature and are applicable to any type of role you take up in the organization.

4.4 A view from Technical subject Professor’s about Personality development course

Mrs. Jayashri S. Patil, Sr.Lecturer of Govt.Polytechnic, Karad, Satara implored that many Polytechnics are established in rural areas & hence these Polytechnics have an intake of students from rural background. The basic problem with most of these students is lack of proper communication, vocabulary, pronunciation etc. Due to change in educational trends, versatility in educational courses, ample availability of qualified candidates, competition for job acquisitions, soft skills have become equally important along with hard skills. Being a professional, the basic need is to develop Soft Skills such as communication skills, call handling skills, corporate culture, achieving excellent customer relationship, product selling skills, team work, positive thinking, decision making, time management and stress management.

The students must also develop their EQ (Emotional Quotient) which will enable them to handle different situations where different type of Soft Skills needs to be used. The Soft Skills strengthen them from within and enable them to exhibit true potential. The Hard Skills are academic score, experience, expertise etc. whilst the Soft Skills are self developed, interactive, communicative, human and transferable
skills. Therefore, the blend of both skills is essential for personal, professional and social success.

MSBTE has already taken initiative by incorporating a course titled ‘Professional Practices’ in the curriculum. The effective implementation of this course leads to development of many of above listed Soft Skills in our students. Along with them, they need to be trained in various other areas such as supervisory skills, project management skills, telephone ethics, proof reading, confidence building and time management.

Mr. Suhas Janardan Lawand, Lecturer in Computer Engineering, Pillai Polytechnic, New Panvel comments, 'For quite a long time, the far reaching conviction has been that specialized learning and specialized affirmation contributes most to profession and accomplishment of experts. Be that as it may, as indicated by late overviews delicate aptitudes are much more critical than specialized abilities to achieve the highest point of profession step. Globalization requests engineers who have master information and think regarding universal, specialized, monetary and social connections. In present situation, Companies are searching for hopefuls who are keen and can exhibit themselves well. Being great at number and scoring high checks in subjects are by all account not the only criteria for accomplishment in expert or individual life.

The capacity to manage one's emotions and comprehend the sentiments of others in any given circumstance is known as delicate aptitudes. Delicate aptitudes incorporate enthusiastic discernment, discriminating considering, giving input and critical thinking, report composing and presentation, extend and group administration. Delicate aptitudes help understudies in vocation visioning and arranging.

Delicate aptitudes will likewise help the understudies in expanding their employability potential and set them up to face the difficulties of the present time. Both specialized abilities and delicate aptitudes are key for expert achievement. Specialized aptitudes may open the entryway of chance though delicate abilities keep
one in the driver's seat. There are numerous approaches to enhance our delicate abilities:

- **Speaking** - To enhance talking abilities, partake in gathering presentations.

- **Listening** - To enhances listening abilities, pay consideration on the speaker's words and non-verbal communication.

- **Writing** - To enhance composing abilities, edit what has been composed; submit white papers to expert productions.

- **Leadership** - To enhance authority aptitudes read books or online articles about initiative. Watch pioneers in working environment, volunteer to lead little gatherings and collaborations, and tackle extra obligations if fundamental.

- **Teamwork** - To enhance worth as a colleague, partake in gathering brandishing occasions and other social activity.

Lecturer in English and Communication Skills and Smt. S. S. Patil Instt. of Tech. (Polytechnic), Chopda gives her review that, ‘Through this Development of life skills course, MSBTE has tried to have all round development of students by bringing in self awareness, developing positive attitude, learning structure, concept of study techniques, library search, presentations, listening skills and time management.

After successful completion of this course the students will be able to:

- Understand self importance.

- Develop positive attitude.

- Communicate effectively by removing barriers.

- Address an audience effectively and deliver speeches.
• Create and deliver effective e-presentation.

• Understand the meaning and utility of Active Listening.

On the other hand, regularly the curricula are as of now over-burden with hard aptitudes courses making it just about difficult to include or substitute courses. Moreover, different speakers may be insensible of the significance of delicate abilities and henceforth don't backing devoted hours to show and aide this course. In the event that this course is accurately connected, such a way to educating will naturally build the allure and viability of a course with respect to both hard abilities and delicate aptitudes.

Ms. Chitra Deshmukh Lecturer, Gourishankar Polytechnic, Limb, Satara has given positive feedback about this subject ‘Development of Life Skills’ (DLS). Further, she mentions that it has manuals and handbook as part of curriculum. This subject is the need of today’s competitive world. SWOT Analysis and Self Analysis helps students to connect to their own soul thereby making them professional. Language Skills and Comprehension activities nourish their thinking habits to reach the heights of logical development. DLS provides good value based education. DLS aims at nurturing good attitude in students by bringing them close to environment existing at workplace thus help in building personal integrity and personal power. All practicals under DLS enhance qualitative growth in students. Activity based approach captures all round development of diploma students. They also inculcate good personality traits for maintaining good professional profile.

Soft Skills like team skills, good writing habits, self supervising, being self directed, being accountable, facing stormy situations, good attitude, are noted as behavioural change as the effects of DLS training. So subject like DLS have really fulfilled successfully need of soft skill and activity based approach.

Mr. Pawan R.Gosawi Dept. of Computer Engg, Balaji Polytechnic,Sawarla heas some suggestions for students as well as faculty. He expresses,
In today’s competitive world we must work towards development of soft skills among students. As a part of their curriculum, they need to improve their soft skills. It is our duty to motivate students for developing soft skills. I would like to express few points where students as well as faculty should focus for developing soft skills in Diploma students.

For Students:

- Always attach yourself with current affairs, new technologies and new trends.
- Make a habit of reading technical questions and try to find answer if required.
- Improve your communication skills.
- Try to become computer savy.

For Faculty:

- Create a friendly environment that makes students comfortable in asking doubts and queries.
- Motivate students for developing Communication Skill.
- Appreciate their work for better impact.
- Provide them some motivational videos, speeches, presentations, etc.
- Organize competitions like Resume writing, Group discussion, Interviews at college level so that students would become familiar to corporate environment.

Prof. Pramod Guldeokar, a Lecturer, Deptt. of Humanities & Sciences Laxminarayan Institute of Technology, Dhamangoan informed that soft Skills take students to top Level.
“A drop of sweat from his forehead fell onto the sodium and before we knew what was happening, there was a violent explosion”.

Soft skills, Communication skills, Psycho motor skills, Skills at hand, Interpersonal relationship etc. are all drops of intellectual understanding and self perception of students. Human learning is a vast theory and an individual can gain success through his behaviour and attitudes, thus handle situations in practical life.

Life skills, Presentations skills, Planning, Skills for quality life, Communication skills certainly take Diploma students to top level. Learning life skills accelerate knowledge horizon of Diploma holders. This is imbibed among the students through subjects like Development of Life Skills or Students Centered Activities (SCA) etc. and the outcome of this; students comprehend or learn how to take the task to its fine result. Problem solving, critical and analytical thinking – all these are helpful to the students to prove their mettle in the corporate sector where they would work. Cognitive and life skills, illustrate the concept of right and systematic planning for any task. Life skills teach clear perception to students, remove their hurdles so as to achieve the final goal of their life.

Today the world scenario has changed; the intellectual intelligence is replaced by emotional intelligence. The subject like Life skills introduced in curriculum of MSBTE diploma bring opportunities to develop students from a very young age. Knowledge, clarity, self realization and body language - all these terminologies make every diploma student to be well conversant in the world around us. Life skills help students to widen goal setting strategy, assist to reduce stress frequency among students. This proves to be very helpful to boost up self image and confidence. To conclude, life skills develop personality and etiquette, social manners, brotherhood amongst students. Every student has to earnestly concentrate on developing life skills so as to practice it in real world.
Prof. M.D. Kulkarni, Principal S.B. Patil Polytechnic Indapur, Pune concurred that Soft abilities allude to a bunch of individual qualities, propensities, disposition that can possibly make somebody a decent understudy and good with the necessities of the educated community. Put just, they are the courses in which you talk, you move around, listen and present yourself. They are found out practices, which grow as an aftereffect of one's readiness and duty to comprehension the feelings of oneself as well as other people. Enthusiastic Intelligence is an alternate term utilized as a part of reference to delicate abilities. Understudies who have such aptitudes are more proficient and scholastic insightful. They find themselves able to pick up a further understanding of assignments and effectively captivate with them, empowering them to increase more control over their learning.

And assuming a vital part in the improvement of understudies' general identity and execution, delicate aptitudes additionally add up to great abilities in correspondence; displaying data in an agreeable and brief way; group building capacity; administration; time administration; bunch examinations; and interviews and interpersonal abilities. All of which are imperative for understudies' scholarly advancement and development.

She likewise offered tips to secure Soft Skills.

- Discover all the more about your identity, qualities and shortcomings and focus on making an Action Plan to address them.

- Practice showing yourself – your appearance and identity are similarly critical as your insight about speculations and ideas.

- Practice dynamic tuning in, rewording – pay consideration on the tenets of discussion; take notes to help your comprehension.

- Think huge and rehearse your innovative and development abilities.
• Improve mindfulness aptitudes by perusing and grasping data.

• Remain positive & attempt to take in something from

Mrs. Nanda Botadkar, Counselor, Thakur Polytechnic, Mumbai put forward her thought about the new subject introduced in MSBTE. According to her, Industry today looks not only at excellence in technical skills but also at all those skills that help enhance the organization’s image further and help the candidate to play the role of a successful leader. A general feedback from the industry seems to be that fresher’s need a lot more fine tuning before they are employable. Under these circumstances what can come to aid of these fledging youngsters is soft skill development, conducted right from polytechnic years, to nurture the skills that lie untapped in them. It’s unfortunate that throughout the years of education, the emphasis is purely on marks making the students ignore the better and holistic approach to life. Hence soft skill can help fine tune and have skills like time management, stress management, mood management, interpersonal relationship management, negotiation skills, political and cultural knowledge, personality development, problem solving skills, cultural diversity management, effective verbal and non verbal communication, strategic thinking, establishing and managing priorities, network building, conflict management, self awareness, self grooming and development, etc. making them an asset to the organization and within themselves moving in the direction of self actualization. Global village scenario, corporate playing fields and kind of work environment find these skills a necessity as every individual is expected to be a strong team player as to be able to function beyond comfort zones.

Mr. Ravindra Vasantro Rajeshwarkar, the Principal of Rajiv Gandhi Polytechnic, Udgir related that Soft skill development amongst diploma students plays a vital role in the progress prospect of students. To work on it may be a tedious job, but it is a fabulous weapon to become eligible to be attracted by industries for their manpower needs. Also it proves more effective in achieving success in higher education. Numerous youth experience challenges as they travel themselves from classroom to the work place. Delicate aptitudes particularly require more center to ace. As youth need to take in the essentialness of being grinding away on time, bringing in when
they are sick and coexisting with colleagues for which delicate abilities are of most extreme significance.

It has been acknowledged that the delicate abilities can be created by making genuine work circumstances and gage their appearance on that practice.

Expert delicate abilities are found out by doing, through socialization in an expert connection. Delicate abilities have two sections – firstly, it includes creating state of mind and characteristics and besides, it includes adjusting relational abilities to express mentality, thoughts and musings well. Delicate abilities preparing has turned into an unquestionable requirement for every one of the individuals who need to strive for occupation, higher studies or all alone wander.

He closed his composition saying that understudies are not able to make up for lost time with the pace of livelihood open door as they need employability abilities or delicate aptitudes. Hard aptitudes are specialized abilities where as delicate abilities are at the surface giving completing touches for achievement. Mix of both aptitudes is fundamental for an individual to be professionally and a socially an effective identity.

Mrs. M.T.Suryawanshi  H.O.D.(Electronics and Communication), K.K.Wagh Womens Polytechnic, Nashik communicates her view on Life Skills. Delicate aptitudes in confirmation understudies are found out practices which oblige preparing. Delicate aptitudes will empower understudies with a commonsense system and solid reasonable foundation to manufacture, create and oversee groups. It assumes an imperative part in the advancement of the understudies' general identity, in this way upgrading their vocation prospects. Businesses select the applicants who are shrewd and can exhibit themselves well. Delicate Skills preparing has turned into an unquestionable requirement for the certificate understudies who need to strive for occupation or higher studies. Delicate expertise helps in enhancing the identity of the understudy. It incorporates presentation abilities, relational abilities, interpersonal aptitudes, bunch flow, non-verbal communication, manners, offering abilities,
certainty building and so forth. Delicate abilities alongside syntax, articulation and vocabulary activities will help the certainty of understudies.

4.5 Students’ corner

Asim Rahimatpure of Final Year, Mechanical Engineering, L&T Institute of Technology, Powai, Mumbai is very excited to give his feedback on Development of Life Skills. He enthusiastically says, ‘I look back in amazement… with a little pleasure and more satisfaction. At the end of my diploma course, I am pleasantly surprised at the positive changes that have come over me. When I took admission in first year diploma, I was a young and confused boy right out of school.

Now, I have been turned into a budding diploma engineer who is ready to take up professional challenges in any industry. Two major factors have been responsible for this transformation: technical knowledge and the courses on soft skills which are a part of curriculum as prescribed by MSBTE.

The subject ‘Development of Life Skills’ helped me to learn skills like Time Management, Stress Management, Project Management etc. The SWOT analysis was a turning point in my life. I could see my present and future mapped well in the SWOT table which I had made for myself with the guidance from the teacher. Over a period of time, I could overcome the threats and weaknesses and build on my strengths and opportunities.

The activities of Professional Practices have had tremendous impact on my personality development. The skills which I have picked up in group discussions, presentations and seminars have instilled necessary confidence in me. I am proud to say that I am now ‘industry ready’ to contribute in an effective way to the core industry.

As I am overwhelmed by the role played by these subjects in developing my soft skills, I am thankful to MSBTE for introducing such useful and scientifically designed curriculum to take care of the complete personality development of the students. I will
take this opportunity to extol my junior friends to take maximum advantage from these subjects and activities.

Roshani Kavishwar a second year computer student, VPM Polytechnic, Thane states,

“What will they think of me? Must be put aside for bliss,”

This is well said by Joseph Campbell. His words are a perfect message for the beginners who are willing to communicate and develop their soft skills. One should always put aside their worries about what others will think of them and just serve others with their message. Communication Skills, as a subject, have been introduced as a part of curriculum, with correct intention of inculcating the communication skills among the students. This as a subject becomes a platform for the students to come forward and put forth their ideas and views in their ‘Own’ words. Also for more training, this subject also includes debates, group discussions, skit presentation and writing, presentations on different topics and speech for making students more confident with their words. Person with great communication skills is always welcomed. In industries, it is important that we are capable of communicating and convincing people and make them understand our ‘Stand’ in the industry.

Communication skills not only mean speaking or conversation. Communication is also through graphics, videos, audios, charts and most importantly writings too. Communication always means that it should convey the ‘Exact Message’, which the conveyer wants to convey, no matter what the communication medium is.

Siddharth T Das, VI Sem, Electronics & Telecommunication, from Government Polytechnic, Gondia expresses his gratitude saying, “I would like to thank MSBTE for the inclusion of such wonderful subjects like Professional Practices and Development of Life Skills in the curriculum. MSBTE’s curriculum not only focuses on the academics but also on the other extra-curricular activities which are essential for the professional world out there. The inclusion of these subjects inculcate skills like stage daring, presentation skills, communication skills, team spirit, practical aspects, confidence and obviously knowledge among the students.
In the professional world, soft skills are as important as the academics and these subjects like PPR and DLS concentrate on these soft skills. Seminars, debates, group discussion enhances our confidence to go on the stage, how we present ourselves and how we communicate.

Industrial visits and expert lectures provide us all the knowledge about the technologies used in the industries, and the problems in the society which we need to sort out.

Subjects like DLS focuses on the basics of our life. It teaches us how to be a good human being. It covers the topics like stress management, motivation, confidence, attitude, behavior which help us to face challenges of the life. It boosts our personality as a whole.

I was more of a shy student when I was admitted for my diploma. I was very scared of going on to the stage to present myself. Now, I am not afraid of being on the stage, thanks to the seminars I had given during my course. These subjects keep us occupied during the semester and also keep us updated to the new technologies. These subjects give us the confidence we need professionally. Thanks to MSBTE for all the support they had provided.

Sammit Rane, TYCO, VPM Polytechnic, Thane praised MSBTE for the steps taken and said, ‘Soft skills are very important from a student’s point of view not to just study as a part of curriculum but also for overall development of their personality. These skills are necessary to present ourselves, our thoughts in front of people. If you don’t know how to present your idea in front of people then there is no use of it. It is rightly said that, ‘An idea not presented well is like an opportunity wasted’.

It is of prime importance for those working in industry to represent their views, interact with their colleagues or seniors via presentations or seminars.

Having knowledge is a good thing but one need to convey it properly and we are more open to the world and other people if we do so. History has witnessed many great
personalities like Adolf Hitler, Abraham Lincoln who were expert in convincing people. Ultimately everything lies upon how we get our thoughts transferred to other people and convince them to act upon our thought.