

## THEORETICAL SKILLS INTO PROFESSIONAL SKILL

**Karthik. V, M. Prashantha, Prof Rakshitha** St Francis de Sales college, E-City Bengaluru – 100

### ABSTRACT

Every graduated student will be cautious about their future in this competitive world. Once, skill will speak about their success. The paper discusses about the skills required for new recruit and how to outperform in workplace. The skills or the theoretical concepts what a candidate learned in his/her college days will not meet the standards expected by the companies more specifically the employer. Hence there is a huge gap between theoretical and practical application of knowledge. So, to survive in this corporate world the graduate needs more skills. The companies are providing training for its employees as soon as they hire, But the employees will need a decent time period for learning the work place skills and make himself comfortable in new environment. New arrival needs to develop; communication skills, aptitude, right attitude, self-confidence etc.

**Keywords:** skills of graduate, work place requirement, training, develop skills.

### INTRODUCTION

The need for skilled workers is becoming more critical as globalization and technological disruption continue to affect the workforce. Employers are complaining about the lack of skills among their employees. To be successful in today's competitive environment, skilled workers need to have the necessary skills and knowledge to be able to work in the industry. Besides technical skills, employers are also looking for individuals with exceptional communication and problem-solving abilities. In the 21st century, there is an increasing demand for graduates who have both technical and employability skills. These skills are important for graduates to be successful in the workforce. However, the biggest challenge in education today is generating graduates who have academic skills, the ability to master technical skills, and balanced employability skills. Theoretical knowledge and practical knowledge are like two sides of the coin, both are equally important. Theoretical knowledge means learning anything without adopting practical approach. It helps us to understand why one technique is successful while the other fails.

It takes hours to acquire the art of practical techniques putting in the time to understand how these techniques fit into a larger context and how they work. Theoretical knowledge can give you a deeper understanding of a concept through seeing it in the context of understanding the why behind it. Practical application is what we learn through the practical method that knowledge will remain with you for a longer period. When we apply something, we learn about it in a different way which helps us understand it better. We also learn the facts in a fun way which is the best part of learning because if you enjoy your study then there is no chance of boredom or feeling nervous. Theory is an abstract concept that is not easily understood by many people. Practical application is the concrete implementation of the theoretical concepts. It is through experience that we gain knowledge. Knowledge is intangible but the practical implementation of the theoretical concepts allows us to see them in action.

### LITERATURE VIEW

Education and training are important factors in determining your future career prospects. You need to invest time and money in them if you want to get ahead in your chosen profession. Human capital theory explains why investing in education and training pays off. It says that the more educated and trained you are, the higher your earnings will be.

In the past few years, there has been a growing interest in developing and implementing programs aimed at improving the quality of education. One of the main reasons behind this is the fact that the

global economy is facing a skills shortage crisis. According to the World Economic Forum, the number of jobs requiring high levels of technology and innovation will grow by 50% by 2023. As a result, the demand for skilled workers will increase significantly. However, according to the International Labour Organisation, the supply of qualified professionals is expected to remain constant or even decrease during the next decade. Therefore, it is important to understand what skills are required to fill the gaps in the labour market.

## FINDINGS

Furthermore, industry favours more on leadership, management, communication and teamwork skills while student respondents' desire more on interpersonal, presentation, dealing with difficult personalities, and facilitating skills. In addition, the biggest skill means average disparity between responses can be seen between students and industry respondents in the area of presentation skills and skills in dealing with difficult personalities. Students favour of those skills since, the office that they were station was focused on providing customer services to their clients or customers and they perceived that these were the most important skills when dealing with clients or customers. However, industry partners perceived the needs of skills for future managers like leadership and management skills. With this perception from the industry partners, these soft skills should be incorporated into the curriculum which comprise of working in a team environment, leadership, communication, and managing skills.

## OVERCOME

- **On-the-job training:** This method involves developing employee skills through a mix of classroom-based, instructor-lead, eLearning courses, videos, podcasts, simulation, and individual/group-based assignments. However, employers must also actively support employee training for future roles/responsibility that the company hopes to assign them.
- **Task/job rotations:** Employees can volunteer to rotate roles with other team members, to give them a chance to try out new skills. Employers can also encourage rotations as a way for employees, who have expressed interest in developing new skills, to gain practical experience.
- **Coaching:** Coaching is a great way to help your employees grow professionally. It can be done one-on-one, or you can create a team of coaches to help with different aspects of growth. Coaches can be internal or external depending on what type of skill you need to teach. You may also choose to hire a coach for a specific topic, like leadership or sales.
- **Mentoring:** Mentorship is an informal relationship between two people where one person acts as a mentor to another. Mentors guide their protégés through life experiences and career development. Mentees benefit from the guidance of mentors because mentors provide them with advice, information, and resources. Mentors also encourage their protégés to succeed and offer emotional support when necessary.
- **Workshops:** This is a method that gives employees an opportunity to interact and collaborate with peers and colleagues both inside and outside the company. The benefit here is rich exposure to different types of people and ideas. This broad range of input can help them gain new insights, solve problems, and communicate effectively. This is ideal for team building and collaboration but can also be applied anywhere.
- **Conferences:** Conferences are a great way to get exposed to different ideas and perspectives. They allow you to meet people from all walks of life and learn about what other people think and feel. There are many types of conferences, ranging from technical to social gatherings. Some conferences focus on specific fields while others cover multiple topics. Conferences also vary in size, duration, and location. Some conferences last just a few days while others go on for months.
- **Self-study:** While the investment of time for self-learning is not directly compensated, if an individual purchases a course that will improve her performance, the company should pay for that course.
- **360-degree performance review:** Feedback is a tool that helps you understand what your employees think about themselves and others. You can get feedback from multiple sources,

including peers, subordinates, supervisors, customers, and even vendors. Feedback helps you identify strengths and weaknesses, and provides insight into how to help them grow.

## **SUGGESTIONS**

### **Information Overload**

If you're hearing a lot of unfamiliar terms, don't worry! There's nothing wrong with asking questions. Just remember to keep an open mind and listen carefully when others talk about what they do. You'll soon pick up on the terminology and start using it yourself.

### **Making Mistakes**

When you make a mistake, own up to it. No matter how small it may seem, it will reflect badly on you if you try to blame someone else. Ask for help if you need it.

### **Time Management**

You need to organize your tasks and break them down into smaller pieces. Use a simple checklist to keep track of what needs to get done today. Make sure to check off each item before moving onto the next.

### **Getting Along with Co-workers**

When someone comes to you with a problem, listen carefully and try to solve it with them. If you're a team player, you won't have any problems getting along with your colleagues because you'll help each other out.

## **CONCLUSION**

Professional skills help people to become successful in life. They are not just academic knowledge, but also practical skills. Professional skills are developed through education and experience. People who lack them may struggle to succeed at work. Some professionals say that you can tell if someone lacks certain skills by looking at their resume. If there are gaps in your resume, you might need to take courses or trainings to fill those gaps.

Our education system today needs a practical approach so they put emphasis on hands-on learning. Practical knowledge gives the best exposure of learning because it allows you to see it first-hand.

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