

Relevance Of Soft Skills For (Pre-Service And In- Service) Teachers

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Abstract

Education is the quality mandate for a person by sanitizing their knowledge, skills, abilities, personality and attitude. The Learning are depended on four basic skills. Teacher's role and responsibility for enlightening and grooming the students with all aspects is very important. Today's hectic life style, new generation is not fully preparing to manage manifold problems and come up with proper solutions. There is extremely necessary of soft skills for youngsters in technically advanced country. This is the responsibility of teacher Educators to empower the student teachers to adjust in the Globalized World, apart from curriculum and practical training. Life skills and Soft skills are complementary deals with different skills like-interpersonal, social and emotional intelligence. Soft skills help teachers to collaborate with stakeholders and mastery in their teaching profession. Soft skills are essential qualities like communication, leadership, empathy, teambuilding and adaptability that aren't taught through textbooks but are important to make effective their teaching learning process and grooming personality. For teacher training program, these skills are as important as subject knowledge because this will be helpful to create supportive platform in classrooms, nurture positive relationships with students to handle challenges effectively and make empowered to cope up with the personality development challenges to achieve success in their future career.

This paper explores the concept, need and importance of soft skills in the 21st century. why soft skills matter for future educators and how they can enhance teaching experiences and student learning outcomes. This Paper also investigates the relevance of soft skills in there pre -service and in-service teaching profession. With the developing educational perspective, soft skills such as communication, empathy, teamwork, and adaptability are becoming essential. The researcher tried to study on reviews of related literature, highlights the influence of soft skills on teaching effectiveness, and suggests implications for teacher training programs in practical form.

Key Words: soft skill, communication skill, adaptability, leadership and management, interpersonal skill, emotional intelligence skills, Problem solving and creativity skills

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I. Introduction:

Earlier, there was no emphasize on skills, only those students were selected in a corporate and other job section, who had good academic record and work experience. Today's in competitive world, where educational degree is not just enough to get better teaching job opportunity, a person should have practical knowledge of skills apart from the degree. Skill is an activity to work in a well manner. Skills are the expertise, talent and needs of hour for bright future. Skills are classified in two types -Hard skills and soft skills. Hard skills are an explicit set of technical skills, abilities to complete a task. Soft skills cover indispensable competencies as life skills, social skills, aptitude and attitude and also used like a sun shade. Soft skills are based on emotions and quality measures. But today's, soft skills are also required along with technical skills of particular field. Soft skills are the combination of those qualities which help us to build, maintain and strengthen relationships. Most of the soft skills can be learnt through training but some of them develop naturally. Soft skills contain a wide range of attributes such as communication, empathy, patience, adaptability, and teamwork. soft skills are about how we interact with people. Soft skills perform as the basic to entire professional career. In the current educational context, hard skills, as content knowledge and pedagogical tactics, are not sufficient for effective teaching. Soft skills, including interpersonal abilities and emotional intelligence, play a vital role in encouraging students participation, classroom management, and collaborative teaching practices. This article is focused on the relevance of soft skills for both (pre-service and in-service) teachers.

Definitions and Importance of Soft Skills

Soft skills represent to a set of non-technical skills that characterize a person ability to interact effectively with others. These skills include:

- **Communication:** This is an ability to express knowledge and information by sharing and expressing with others in a clear and effective way.
- **Empathy:** This skill involves the ability to understand, relate and share the feelings, emotions and thoughts of others, it is crucial for student-teacher relationships. Empathy helps teachers understand students' feelings and challenges, so they can better support and guide them.
- **Teamwork:** This ability is for Collaborating effectively with colleagues and stakeholders for achieving common educational outcomes.
- **Adaptability:** The ability to adjust to new situations and challenges in the classroom environment.

Research indicates that those teachers who possess hard and soft skills are more capable to create a positive learning environments, to enhance student motivation, to improve educational outcomes.

II. Literature Review:

Jenner and Garcia (2018): Research shows that teachers' strong communication skills improve their relationships with students, leading to better learning outcomes. Sharma (2020): This study shows that when pre-service teachers were trained in soft skills, their self-confidence increased and they became more effective in the classroom.

Mishra (2021): The study found that inclusion of soft skills is essential in teacher training courses, so that they can face the challenges of the real world.

Johnson (2021): Research confirmed that the continuous development process of soft skills for in-service teachers is important for their professional success.

Singh (2022): This study reported that regular workshops and training programs that focus on soft skills, Improve the performance of teachers.

Rai (2022): Research shows that the use of practical and interactive teaching methods is helpful in the development of soft skills. Activities like role-play and simulation strengthen the soft skills of teachers.

Sharma and Ahmed (2020): This study shows That methods of developing soft skills vary across cultural variations highlights the need for more research in this area.

It is important for future research to analyze the long-term effects of soft skills development to understand their lasting impact.

Mehta Prof. Ajay (2022) Title of Research Paper: "Soft Skills and Learning Outcomes "Journal of Education and Development

This research analyzed the impact of soft skills on learning outcomes. Data of 200 teachers were included in the study, in which it was observed that teachers who had strong soft skills had better academic performance of their students.

key findings: Soft skills enhance the professional efficiency of teachers. They are helpful in creating a positive environment in the classroom, which promotes the learning process of the students.

Yadav, Dr. Sanjay (2023) "Emotional Intelligence and Soft Skills" Journal of Educational Research

Summary: This study shows that emotional intelligence and other soft skills are extremely important for teachers. Research has found that teachers' emotional skills help them establish better relationships with students, which leads to a positive learning environment.

key findings: Teachers' emotional intelligence has a positive impact on their teaching and relationships with students. Development of soft skills helps teachers work better in stressful situations.

Sharma, Kavita (2023) "Soft Skills for Teachers: An Essential Tool "Publication: Indian Journal of Educational Research

This study identifies the need for soft skills as important in the professional development of teachers. In the research, a survey was conducted among pre-service and in-service teachers of different schools. The results show that communication skills, problem solving and collaborative working abilities help in improving the classroom environment.

key findings: Lack of soft skills negatively impacts students' participation and performance.

Gupta, Dr. Radhika (2024) "Inclusion of Soft Skills in Teacher Training" teacher education review

This research emphasizes the need to include soft skills in teacher training programs. It states that when trainee teachers are taught soft skills, their self-confidence and classroom management improves.

key findings: Inclusion of soft skills in teacher training improves teachers' classroom management abilities. Incorporating these skills into training programs improves the quality of teaching.

The importance of soft skills for teachers is clear. Related research shows that the development of soft skills is not only essential for personal and professional growth, but it is also essential for improving the quality of education. There is a need for more intensive and diverse research in this area.

III. Research Methodology:

To find out the suggestions for improving in development of soft skills in teachers, this study is based on exploratory research that are focused on secondary data and information received from the books, journals, magazines, various website, newspapers and research paper etc. By addressing these objectives, this research paper aims to contribute to a deeper understanding of the importance of soft skills for teachers and its consequences for improving teaching quality and student outcomes in educational settings.

Objectives Of The Study:

1. To explore the concept of soft skill.
2. To explain the need and importance of soft skills for (pre-service and in- service) teachers.
3. To explore the tools and mechanism for developing and enhancing soft skills among pre service and in-service teachers.
4. To investigate the various soft skills and their benefits for (pre-service and in- service) teachers in different educational contexts.
5. To investigate the relevance for (pre-service and in- service) teachers.

1. Concept of Soft Skills:

The skills that is required to a person to become perfect at an occupation. They include aspirants' personality, emotional intelligence, attitude, flexibility, motivation and manners. Soft skills are such type of qualities that enables aspirants to work together effectively. Soft skills are different from hard skills (technical skills that are applying, acquired through formal education, online classes, short term training courses, internships etc. Soft skills include those personal qualities and abilities that make a person socially effective. These include communication, collaboration, problem solving, emotional intelligence and leadership skills

2. Need of Soft skills for teachers:

Soft skills are the need of hour; hard skills will not be lavish without soft skills. Interpersonal skills along with job specific skills are mandatory. For Example-A Teacher needs to develop different skills- speaking, reading, managing, decision making and problem solving skills among their students. All these personal skills and attributes allow one to interact with other human being. Most of the job expects both types of skills, soft skills as well as hard skills. To develop soft skills, the most challenging task is to develop the skill. In recent times, all the professions concentrate more on soft skills like listening with others, cooperation with peer group, such an environment can lead a peaceful and composed life style. Many studies have been conducted on the role of soft skills in the field of teaching. These studies show the importance of soft skills in improving teachers' professional competence and student outcomes.

3. Importance of Soft skills for Teachers:

Soft skills are important for teachers. These skills are helpful in making the teaching process effective. Here are some key points:

Problem Solving: Soft skills such as problem solving ability can help teachers face challenges that arise in the classroom. The ability to solve problems arising in the classroom makes teachers more effective. It is also helpful in teaching student's problem solving techniques.

Empathy: When teachers understand students' feelings, they can support them better. Empathy helps students feel comfortable sharing their issues.

Communication Skills: With good communication skills, teachers can present their ideas and knowledge effectively to the students. This improves the understanding of the students. And can also guide students in this direction.

Teamwork: Teachers often work closely with other teachers and staff. With good collaboration skills they can create a positive work environment.

Adaptability: There are constant changes in the field of education. Soft skills like adaptability can help teachers adjust to new situations.

Motivation: When teachers themselves are positive and motivated, they can inspire their students as well. It improves their learning experience.

Through all these skills teachers can not only improve the academic performance of students but can also play an important role in their overall development.

4. Tools and Mechanism for developing and enhancing soft skills:

Training Programs and Workshops

Pre-service Training: During training of teachers' special attention is given to soft skills. Workshops are organized to train their communication, leadership, and problem solving skills.

Post-service Training: Regular professional development workshops and training program are conducted to provide latest knowledge about new innovative educational methods and soft skills.

2. Mentoring and coaching

Mentoring Program: New teachers are provided guidance by experienced teachers. This helps new teachers to improve their soft skills. Coaching Sessions: Coaching sessions are conducted for personal development, with special focus on soft skills.

3. Review and Feedback Mechanism

Receiving regular feedback, such as from colleagues and students, helps teachers evaluate their soft skills.

Group Discussion and Team Work

Through group discussions and projects teachers get the opportunity to work in a team and develop effective communication skills. Teachers often work closely with other teachers and staff. Good teamwork makes the classroom environment positive.

5. Online courses and e-learning platforms

Online courses available on various e-learning platforms that focus on soft skills, Provide teachers with flexibility and accessibility.

6. Community service and volunteer work

Teachers can be motivated to participate in community projects, allowing them to develop skills such as empathy, collaboration, and leadership. creative activities

Creative activities like drama, art, and music help in enhancing the self-confidence and communication skills of teachers.

8. Social Networking and Professional Associations

Participation in professional associations and networking groups, where teachers can learn from each other's experiences and knowledge. By using these tools and mechanisms, initial and post-service teachers can develop soft skills, which play a vital role in their professional success.

5. Various Soft Skills and their relevance for teaching and learning:

In teaching context, soft skills are essential as they facilitate one for effective communication, collaboration and understanding between educators and student teachers. some examples of soft skills are relevant for teaching as:

***Communication Skills:** The ability to convey their information clearly, listen carefully and adapt communication styles of different audiences in effective two-way communication. Teachers have to present ideas, knowledge and instructions in a clear and effective manner. It helps in communicating with students.

Benefits: Clear communication enhances teaching effectiveness, fosters student engagement, and promotes positive relationships between teachers, students, and other stakeholders. This skill enhances the ability to manage criticism, helpful to be clear in expressing one's opinion without any hesitation.

***Interpersonal Skills:** Building a rapport with students, nurturing a supportive classroom environment, and resolving conflicts with peace. These include abilities related to building relationships, empathy and teamwork.

Benefits: By interpersonal skills, teachers can build trust with students, create a supportive learning environment, and collaborate with peer group and parents in a effective manner.

***Adaptability:** Being flexible and open minded to accommodate diverse learning styles and unexpected challenges. Students need educational approaches. There are rapid changes in the field of education. Teachers need to adapt to the new circumstances, so that they can better understand the needs of the students.

Benefits: In the dynamic educational landscape, teachers must adapt to diverse student needs, new technologies, and evolving teaching methodologies to ensure optimal learning outcomes.

***Emotional Intelligence:** To realize and accomplish one's emotions, as well as make out and empathizing with others emotions.

Benefits: Teachers who are emotional intelligence can manage their emotions in effective manner. They can empathize and address the issues of students with sensitivity and understanding.

***Leadership and management:** Ability to lead and mutual understanding with their juniors and subordinate group of the institution, able to practice appropriate moral attitude towards life and society, Teachers are required to motivate and guide students. Leadership skills will be helpful to inculcate discipline and right direction in the classroom to maintain social and moral ethics at institution. Both Skills are related to guide, motivate and organize situation of individual and groups to achieve common goals.

Benefits: A teacher who has effective leadership skill to inspire and motivate the students, can nurture an ethos of learning and able to coordinate within educational environment.

***Problem solving and Critical Thinking:** This is the ability to think, analyze and evaluate the problems in a situation and developing essential skills of examining and assessing.

These skills are helpful to create novel ideas, to go beyond the comfort level and think, to come up with different solutions.

Benefits: A teacher can empower educators to discourse these challenges creatively and find solutions that profit to all students.

6.Relevance for Pre service Teachers

Pre-service teachers usually concentrate on developing their subject content expertise and pedagogical techniques. Teacher education programs can enhance their readiness though integrating following soft skills training

- **Building Relationships:** Pre-service teachers with effective communication and empathy skills can make positive relationship with students, which is important for effective teaching.
- **Classroom Management:** Adaptability and teamwork skills essential for pre-service teachers to manage classrooms diversely and more effectively.
- **Enhanced Employability:** Teacher candidates with vigorous soft skills are more attractive to probable employers, as schools always search those educators who can engage and connect with students.

7. Relevance for In- service Teachers

In-service teachers face evolving challenges that highly require for continuous development of soft skills. The relevance of soft skills for in-service teachers includes:

- **Professional Development:** Professional development is an opportunity for in service training to focus on soft skills through continuing education and professional training. It can lead to enrich the potential of teaching practices and classroom healthy environments.
- **Collaboration and Leadership:** In-service teachers work together on planning lesson, Co-teaching and sharing resources in teams can help to construct knowledge; strong interpersonal skills make smooth collaboration and enable teachers to take on collective leadership roles.
- **Coping with Change:**

The ability to adapt is pivotal in a period of rapid technological and educational shifts. In-service teachers who can adjust their approaches are better outfitted to face new demands.

8. Practical implications for Teacher Training Programme:

The soft skills enhancement for both pre-service and in-service teachers, the following strategies are suggested:

- **Integrated Curriculum:**

Teacher education programs should be integrated soft skills training into their curriculum. Different courses on communication, conflict resolution, and emotional intelligence should be offered.

- **Experiential Learning:** Role-playing, simulations, and collaborative projects can help pre-service teachers This provides practical knowledge and opportunities of soft skills.

- **Ongoing Professional Development:**

By enhancing soft skills and fostering a culture of continuous improvement. In-service teachers should have access to workshops and training focused on soft skills.

IV. Conclusion:

Soft skills play an important role in every individual life. These skills are integrated with hard skills. These skills can be developed only with the support of teachers or training sessions. Soft skills are significantly influencing teaching effectiveness and student outcomes. By prioritizing the development of these skills within teacher education and professional development programs, educational institutions can prepare educators to meet the demands of 21st century classrooms. Research has made it clear that developing soft skills is not only essential for teachers, but it also enriches the learning process of students. Research has shown how soft skills enhance the professional efficacy of teachers. These not only help in the personal development of teachers but also help in building better relationships with students. Therefore, it is essential to include soft skills in teacher training programmes. This research paper clarifies the relevance of soft skills and highlights their importance in the

education system. It suggests that teachers should be trained not only in subject knowledge but also in soft skills, so that they can provide a holistic and effective learning experience.

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