



In -House Campus Training Programs can change the Prospect of Engineering College Students with the Special Reference to Madhya Pradesh, India

Bhatt Vinod and Joshi Dipti

Amity University, Gwalior, Madhya Pradesh, INDIA

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Abstract

The In house campus training refines skills set to meet the industrial demands by connecting the academic knowledge with the skills required to work in the industry. The In house campus training program helps to bridge the skill gap between the needs of the industry and the academia production. The program must understand the employer needs, variable sector specific skills and training requirements that improve business performance, articulate business expectations in education institutions and engagement of industry leaders with technical education institutions. Globalization and industry has further increased the demand of such programs. Today, the world is getting smaller; the countries are dependent on one another for exchange of goods and services. Imports of commercial services have become important in recent times. The growth of an individual is therefore essential for the growth and the prosperity of a nation. The in house training program can not only help an individual to bend easily to the people at his work place but also to the people of the outside world. A positive change has to be brought about by the colleges and universities so that the students can face the challenges of life. The in house campus training program can help him in developing his personality and in boosting his confidence so that he can lead a contented and satisfactory life.

Keywords: Skills procurement training program, campus recruitment training and its requirements.

Introduction

Every language teacher today realizes the worldwide demand for communicative language teaching which helps to understand the language in context and to use it effectively in situations outside the classroom¹. As we know and as is clear from the various studies that industry needs a developed and trained manpower. The industry is facing problems in getting trained and skilled manpower. The students, from the different technical universities and engineering colleges, do not possess adequate knowledge required by multinational and nationalized companies. Companies want their prospective workers to be able to play a multiple roles, without any training or ramp-up time. Companies are complaining about the dearth of skilled workers. An in house campus development program can be conducted within the campus of University or Institute that offers modules for the development of students so that they can play multiple roles of being an effective communicator, delivering effective presentation, addressing, proposal making, motivating people, team building, self evaluating, guiding and counseling, community interacting and consulting.

The Current Pattern of Education and the Demands of the Market: The current universities syllabus is not sufficient to fulfill the requirement of the global market and the industry. Most of the universities are running their old and traditional syllabus wherein the primary importance is given only to the

theory part. The syllabus does not meet the demand of the leading multinational companies. Some innovations no doubt have taken place but practical implementation has not been looked into. The main reason for this mismatch is our syllabus which mainly focuses on classroom lectures and activities. Although some outdoor activities like summer internship and industrial training are also a part of the curriculum but not generally executed effectively. Research orientation programs need to be initiated so that the research program can be carried out to boost their knowledge. According to the National research, students who are involved outside academic have higher potential to face the challenges and are more satisfied with their college experience, able to develop valuable leadership and interpersonal skills, manage their time better and hone marketable skills sought by the employers (e.g. teamwork, creativity, time management). The prime effort, expectation and contribution of academics and industry are to mentor the students with good English communication skills with a fair proportion of intensive subject knowledge, aptitude skills and good personality. The professional students need to develop English proficiency and the ability to execute it in personal and group communication activities in both oral and written forms².

What should be the contents required to bridge the gap?

Communication Skills: It is apparent that in the 21st century, the trend of globalization is leading to closer relationships between

countries. Of all the different languages, English, as a global/international language (EGL/EIL) or a Lingua Franca (ELF) is widely used in communication between people and countries³. In house program is supposed to focus on the two most important skills required to excel in an industry - communication in english and personality development. communication is the life blood of social as well as corporate world. Getting a response from the person we are trying to communicate with is the basic of all human communication. Speaking from a business or commercial perspective if we look at any small or large business around us we will see that. Communication has become a crucial part of everyday life. We exist because we communicate. Even our silence communicates a lot. There should be proper training modules on all types of communication like verbal, non-verbal and visual communication so that they can be more thoughtful about the same. Every country has its own peculiar accent, different norms for non verbal symbols lies different meanings and different visual signals as well. So the proper training should be lodged through in house training program. Students should be well informed about the importance of communication in their future. Planning, organizing, leading and controlling are the four pillars on which a company rests on and these can be implemented only when the employees are good at communication. Communication serves as a foundation for the planning. They should be properly trained about the main objective of communication that is to convey the right message to the right person in other words to the person for whom it is meant. The message conveyed should be well understood and accepted by the receiver in the right perspective. It should carry the same meaning which has been conveyed so that it can be translated effectively. Along with the contents of communication there should also be a proper training on the barriers to communication in theory as well as practise because it is the one which needs to be conquered by every possible effort. There should be proper counseling session on psychological and organizational barriers and some live projects will have to be assigned for the linguistic, cultural and physical barriers.

Interpersonal skills: Interpersonal skills are the life skills we used to every day to communicate and interact with other people, individually and in groups. Interpersonal skills include not the way in which communicate with others, but also our confidence and our ability to listen and understand. Interpersonal skills must be treated with precedence in the In house training program which enables students in Problem solving, decision making and personal stress management. People with strong interpersonal skills are usually more successful in both their professional and personal lives. They are perceived as more calm, confident, charismatic and are often endearing or appealing to others. Being aware of interpersonal skills can help the students to improve and develop them. The program can strength the students to stand class apart from the rest of humanity and be empowered with qualities that can smoothen their path towards inevitable success by arranging

leadership skills lecture. Leadership, a critical management skill, is the ability to motivate a group of people toward a common goal. The program can help them to develop their skills as a leader. There is another aspect with the leadership skills i.e. time management which is equally important. Students in college life are generally very reluctant and careless; they have to be taught time management with appropriate means because this is one habit which creates plenty of problems when you become a part of an organization. Simultaneously, team building skills are also required to be taught because in an organization people working together can sustain the enthusiasm and lend support needed to complete the work assigned.

You attitude: You attitude is the another important feature that needs to be taught in every semester because if the student is well versed in reading the receiver's mind, probably he/she would have no problem in the future. Understanding the other person, his views and mental attitude is important to make your communication more effective. In an oral communication Situation or at a face-to-face meeting, one is expected to cultivate an empathizing response. Enquiring and advising responses are not good to promote cordiality. This factor of empathy needs to be incorporated in written communication also. Through in-house campus training program, students can learn how to read other's mind and for this the program coordinator can call some expert from the corporate that can share their ideas or experience regarding the same. Moreover some exercises can also be conducted so that the students can lead skillfully with various situations in life.

Work Discipline: The importance of discipline in educational institutions is well-recognized. Unfortunately, we notice that discipline in colleges has considerably declined. Students are disrespectful to their teachers; they misbehave in the classrooms, organize strikes; take the laws into their hands etc. Discipline is therefore extremely important in the life of a student. It forms the core of other virtues like punctuality, cleanliness and honesty. Through this program, we can teach them the importance of discipline which lays the foundation of achieving better results, outshining in class and more importantly achieving higher goals in life; Goals higher than aimed.

Presentation Skills/ Oral presentation: The module can confer all essentials of presentation skills so that the students get ready to present themselves in an effective way. They should be well aware of the material of their presentation. It should be concise, to the point and clear. In addition to the obvious things like content and visual aids they should also be suitably guided about the process of oral presentation i.e. preparing the oral presentations, organizing the content and delivering them. Module on basic etiquettes and manners.

It has been noticed that the engineering students are little bit lenient in etiquettes and manners. Etiquette is not a word that is as widely used as it used to be in engineering colleges. It may have undertones of what is done in polite society and not relevant to

everyday life, especially in today's informal atmosphere. However, it is very important to follow the right etiquette in a job interview as you need to impress the people interviewing you. The module should incorporate some lessons on manners like table manners, handshake manners etc. and some special classes on etiquettes so that they can successfully cope up with the upcoming future needs.

Module on ethics and morals: Those who insist that morals should only be taught at home apparently have not seen some of the homes many kids come from. In many instances they have no guidance at home and zero social skills. If schools only teach academic subjects, then the student has only been partially educated. So it becomes more important to train him/her to be a responsible law abiding citizen. It is absolutely necessary that students be taught proper behavior and a clear distinction between that which is acceptable and unacceptable behavior. The program will cover some topics from ethics and will conduct some expert lectures on moral values. It is a dangerous assumption to assume they will learn it at home, it should be compulsorily taught in every college through in house campus training program.

Lectures on Indian and foreign culture: This has been observed that the present generation is ignoring Indian culture and accepting foreign culture blindly without knowing the difference between the two. They need to be taught some of the important aspects of Indian culture so that the sense of attachment to the country will remain or re-build. On the other hand, proper foreign culture traits should also be taught so that they can adapt easily to the outside world. Some of the glimpses of Indian history must also be taught for their mental wellbeing and for respecting the rich cultural heritage of their country. Resume preparation

The quotation "First impressions are lasting ones" Is very much appropriate in terms of resume preparation. This is the first interaction between the employee and employer; therefore it should be accurately taken care of drafting. Training program should cover the practical part of this portion. They should have several resume preparation sessions. The average employer spends only 10 seconds looking at a resume. In this increasingly competitive job market, you must have a well drafted resume in order to stand out among the hundreds of job seekers applying for the same position as you-it's no longer an option. Some revision session must also be conducted so that the shortcomings can be rectified on the spot. A single mistake on a resume will be caught by a potential employer.

Career preparation: The program should enable the students to take right decisions, without fear and shall remove the state of uncertainty. Today's competitive world is full of new options and opportunities; you have the power of choices. Work out on their S.W.O.T (Strengths, Weaknesses, Opportunities, and Threats) and analyze all in writing. Take advantage of every opportunity to learn about the real working world through job shadowing, work

experiences, field trips, community service and career speakers. Instruct them about the different jobs, business, and professions as possible along with the selection criteria. Today's competitive job market demands that students possess knowledge, skills, and relevant job experiences that will set them apart from other applicants. Career preparation activities through the program can increase their chances of obtaining employment upon completion of college. Like most first and second year students, may think that they have plenty of time to decide on a career and acquire the skills they will need to move down that path. However, they can start exploring their career interests and developing their job skills now! Career planning and preparation should be an ongoing process throughout Engineering. Students do not need to settle on one area to pursue right away, and they may change directions as they discover new interests.

Group discussion: Group discussion is one thing which we really feel is quiet important as far as the selection chances in any company is concerned. We call it short GD which is quiet popular among the youth throughout the world. You will hardly find any selection process which is not preceded by the Group discussion. So the question arises as to what the in house training program will do for the students? The program will distribute the whole class into certain groups of ten to twelve students. At the start of the session, all groups will get a topic with the date of conduct. The concerned group will perform in GD and the remaining will listen to the discussion and at the end of that listeners can ask some questions. This will be a very useful exercise beyond their mandatory syllabus. The performance in GD decides your further success because most of the companies are making group discussion as the first criteria for screening the candidates for face-to-face interviews. This is supposed to be a criteria based on actual company requirements. A group discussion is essentially an arrangement wherein a group of individuals (generally applicants to professional or technical degree courses) are made to sit in a group (usually often to twelve) and asked to share their opinions on a certain topic of discussion and use rationale to conclude at the end.

Personal interview: Personal interviews are used by all employers and companies for selecting their staff. Interview is one of the most important steps in the staff selection procedure. Interview proves important because it connects both the employers as well as job seekers. It assists employers in selecting the right person for the right job. It also helps job seekers to present their job skills and acquire a desired position on merit. In this case, the in house campus training program can help the students beyond limit. This is the last stage to get a job or to lose the opportunity. Your single mistake can lead you to out of the competition so the precautionary measures have to be taken care. For this, mock interviews can be conducted from time to time and every time there should have some changes as per the norms of the companies.

Challenges in Implementation: Ideally speaking in house training program provides possible assistance to technical students but there are some hurdles in its implementation.

The students do not take interest in such programs because their priorities are the technical subjects. They are of the opinion that the language proficiency can be attained later in life when they join some to organization. The important point here which they fail to understand is that they cannot enter a good organization until they have good communication skills.

The institutes are very much aware of the skills attainment programs but still they do not strictly adhere to the proper implementation of such programs. The institute must conduct activities or called skilled guest lecturers from time to time to guide the students and direct them about the seriousness of the communication skills. Experienced people from the corporate world should be called and told to share their experiences with the students so that the students can gain something.

Lack of finances is another major hurdle in the implementation of such programs. The management in most of the institutes does not provide adequate finances in carrying out the programs. More emphasis is given to the technical part and whatever monetary help they can provide is given to the technical subject. The lack of interest on the part of students leads to the lack of interest by the management.

In the beginning the students take a keen interest in such a programs but the gradually they loose interest. The students who are generally shy do not muster enough courage to speak in front of the others better students as a result of which they feel inferior and do not come out and speak. They get highly demoted and finally loose complete interest.

The classes usually gets divided between English medium students and vernacular Hindi medium student s. the English medium students being better than the others do not feel the need of attending the classes. On the other hand the vernacular Hindi medium students being very poor in English conversation feel they will be laughing stock in front of the others and keep their mouth closed.

The technical universities follow a tight schedule. There are many other subject except English that to be taught to the students. In addition to it there is continuous evaluation of the students to assess the knowledge gained by them. In the midst of it there are practical subjects which need to be understood very well. The students too are burdened with many subjects and file works which have to be completed in a specific time period. Thus, carrying out the skills development classes become very difficult. The schedule which the universities follow is so tight that it does not allow anything else to come in between.

There are no marks allotted for their assessment as a result the students do not attend such classes. Even if the students attend the classes they do not pay the heed to what is taught.

The trained professionals also loose interest in teaching after some time because the students do not show much interest. The

focus of the students more or less remains on the technical subjects and they do not pay heed to the english lessons. Getting the interest of the students and involving them in communication enhancement techniques becomes very difficult for the trainers.

Another important barrier in the implementation of such program is the lack of professional trainers. The universities are not able to get skilled trainers who can impart quality training to the students. In most of the cases the trainers are not available and even it they are available they demand a very high salary.

The instructors of other subjects also criticize such techniques and spread negative publicity around. The students too under the influence of such instructors underestimate such programs and as a result do not focus on communication lessons.

Recommendations: It is very important to have a regular assessment of the lessons imparted. The college authorities and the management team should make continuous assessments so that the problem if any should be rectified in time and the students could benefit from such programs. Regular assessment not only helps in problem solving but also in bringing about considerable changes in the overall department of the students. It is widely accepted that assessment is a key learning strategy for autonomous language learning, enabling students to monitor their progress and relate learning lo individual needs⁴.

Institute should call some expert and professional trainers so that the training module can be effectively implemented and the students can gain something out of it. Desired results can only be produced if the program is conducted by some expert. The teacher's first responsibility is to teach students about the rationale for and structure of a problem-based approach to language learning. For students who are accustomed to more traditional, teacher-centered classrooms, it is critical that they know they will be given direct, follow-up instruction, but that during the problem-solving phase, the teacher's role is to observe and support⁵.

Communication is a two way technique. It is the exchange of information, thoughts and ideas from one person to the other. Thus if one person goes and delivers the lecture's it is not enough. Equal participation of others is very much required in order to have proper communication. Therefore the instructor must encourage and involve the students in the class. They must interact and indulge in the discussion held in class. Extempore, debate and interactive competitions should be held regularly for the proper enhancement and personality development of the students.

The college authorities must provide proper audio visual facilities in the classrooms. Videos of experts from around the world should be shown to the students from time to time. Listening comprehension classes should be held and questions based on it should be asked to the students for their participation and involvement. Pronunciation and speech drills videos must be shown to enhance the accent of the students.

Some outdoor activities must be carried out to take away the boredom of the classes and make it more lively and interesting. The students must go on an educational tour and learn from the examples of others.

The students must be motivated time and again to attend the communication enhancement programs conducted by the college. They should be tutored about the importance of such classes and encouraged to enhance their skills. This is because learners' motivation has been widely accepted as a key factor which influences the rate and success of second/foreign language learning⁶.

Students should be counseled time to time about the effectiveness of this program. Besides, the effectiveness of such programs should also be judged by them so that they themselves can assess them.

In present time the people who are successful are those who are confident, quick in decision making and clean in their mission. A person may be very good at his subject but he does not possess the mentioned qualities it is very unlikely that he/she may achieve success. Thus the management should not constrain itself due to the lack of finances in carrying out such activities. The management must also send the faculties to get proper training from trained personnel for carrying out these activities.

Conclusion

The in house training program would thus help the students in acquiring various skills required to lead a contented and successful life. A person can be successful only if he knows the problem solving techniques at work place, working collaboratively with others, communicate effectively and rationally. This is possible only when the institutes invite faculty members from institutions of higher learning and industry for providing quality education within house campus training program for ensuring its effectiveness. Nevertheless, at the end of the program, feedback must be taken and analyzed so that the shortcomings can be erased and necessary changes can be brought about. Companies should stop pinning the blame on our nation's education system. Instead, rather than finding the perfect candidates they should look for the people who could do the job perfectly well by a bit of training and practice.

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