Enhancing Professional and Soft Skills of the Indian Engineering Graduates

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Abstract

In the 21st century, the engineering education has to contribute to the knowledge and human capital development. The globalized economy demands high quality professional skills/ hard skills and soft skills in the engineering graduates to meet the needs of the fast growing global industries. Most of advanced countries focus not only on the hard skills like design, manufacturing, and maintenance, but also on the soft skills like communication, interpersonal relations, and high performing team development etc. In India many engineering programs need to be evaluated against the needs of the fast growing technology. It is found that most of the programs need to be improved by introducing many industry relevant advanced courses and electives. In the case of soft skills development, the graduates need training in the soft skills to get needed expertise to perform in the various units of MNCs.

Keywords: Hard skills, soft skills, industry relevant programs, faculty training for skill development.

Training Needs Assessment for the Teachers of a State Education Department

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Abstract

In today's time the business environment has become so complex that the employees need to be skilled, de-skilled and re-skilled from time to time in order to be relevant. The employees are expected to perform multiple tasks in an economic, efficient and effective manner so they are required to be enabled and empowered from time to time to fulfill their organizational objectives. The identification or assessment of training needs is the first step in this process of teaching and learning. Training is a planned intervention which is required when the employees fail to perform at the expected levels. The gap between the existing levels of performance of the employee and the expected level indicate the need for a training intervention. The present study aimed to conduct a training needs' assessment for 60 teachers of a state education department for developing them as Master Career Counselors. The aim was to identify the gap in their existing knowledge, skills or attitude on the subject and later design and conduct a training programme for bridging this gap. On the basis of collected information, it was felt that the teachers were not much aware about their future roles as Master Career Counselors and therefore an exclusive training programme needs to be conducted to inform them about various career options, roles of counselors, aptitude testing methods etc.

Key words: TNA, Training Need Analysis, Training and Development, Counselors, Education, experiential learning.

Curve Number 'A Response': Empirical vs. Distributed Approach

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Abstract:

Curve number is an important parameter of SCS-CN method for estimation of runoff from rainfall. The estimated runoff is more sensitive to curve number than rainfall. Curve numbers for a watershed is calculated either on the basis of rainfall runoff events in lumped manner or with the help of land use and soil types in distributed modeling. The event based method provides different curve numbers based on antecedent condition of soil, which is classified as Antecedent Moisture Conditions (AMC) I, II and III which corresponds to dry, moist and saturated soils. However, in ungauged catchments Curve number is estimated by land use and soil types of the catchment which provides single value of curve number. It is not known that this value corresponds to which AMC. The present paper compares curve numbers estimated on the basis of rainfall – runoff events; and land use and soil types of semi-arid sub-watershed (A=13.06 SQ Km) of Walnut Watershed situated in Cochise County having a total area of 147 Sq km in southeast Arizona, U.S.A. Thirty two daily rainfall runoff events are selected from the year 1981 to 2015 keeping in view 5-day AMC ensuring that they correspond to AMC I, AMC II and AMC III respectively. In addition to these another ranked order annual sixty daily maximum rainfall runoff events are selected to form partial duration series ($P > 25$ mm) corresponding to AMC II. From analysis of

curve numbers from these events, it is found that curve number based on land use and soil types corresponds to mean values of curve numbers obtained for AMC II. The said conclusion will be useful for engineers, scientists in estimating runoff range more reliably for different antecedent moisture conditions in case of ungauged catchments/regions. Thus, the GIS-based distributed approach can be extended to apply SCS-CN method on Watersheds having no availability of real time measured data.

Key words: Curve Number, Land use / Land cover, GIS, ArcMap, rainfall-runoff and WMS.

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Recruitment and Selection Practices in Hospitality and Tourism Industry: An Empirical Study

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Abstract

The hospitality industry is a broad category of field with in service industry that includes lodging, event planning, theme parks, transportation, cruise lives and other additional sectors or fields in the tourism industry. By 2025, foreign tourist arrivals in India are expected to reach 15.3 million, according to the world tourism organization. The tourism sector is expected to grow at the rate of 7 percent over the next ten years. The hospitality and tourism industry offer many career opportunities at all levels in a very big numbers and all over the world. The author examines the hiring of various levels of manpower in relation to selection method, professional and other skills as well as various hindrances and problems in their selection. The data was collected with the help questionnaires from 145 numbers of employees working in different organizations in the hospitality and tourism industry. The study shows that personal interview as well as resume conferencing is the most frequently methods used for selection of the manpower. The findings of the study suggest the need for innovative human resources which helps in motivating and high level of commitment among the employees in the industry.

Keywords: Skills/ Manpower/ Hospitality and Tourism.

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Attitude towards Acceptance & Management of Change amongst Polytechnic College Teachers & Public Servants

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Abstract

Right from birth onwards man is in the continuous process of change which may be termed as growth or development. The world of work environment is no different. But there is also a tendency in human beings for inertia/procrastination/slothfulness or the "Tamas Guna". We like to be 'line of least resistance' and continue in our routine life. In other words, there is resistance to change. The present study is a survey to measure what helps us to accept change? A 14 statement questionnaire was developed based on various theoretical models of change and resistance to change. The responses were in terms of "Often, Sometimes, & Seldom". This questionnaire was administered to 92 male & 45 female polytechnic teachers of northern India, and 46 male & 28 female middle level government servants.

The results showed that on the following variables the two groups scored high i.e., Trust in our team members, motivation and focused effort, constant need for teamwork and collaboration, Continuous evaluation of improvement and measurement of progress. But on the following variables there was resistance since the participants scored low. These items were: "issues of cost and performance," "improvement already exist within the system" "touchy or over sensitive to criticism", "take failure in my stride," "flexible and open to change," "feel threatened by other's competence," "maintain our status quo" "organization willing for changing direction", "communicate equally with pullers and pushers to avail opportunity for improvement." This survey revealed that overall there was greater resistance to change when it came to certain behavioural and attitudinal inclination towards change. The message is very clear that to become a transformational leader, it is very important to prepare the ground—make people intrinsically motivated to accept change. Those organizations which keep this in mind, the need for psychological interventions for preparation for change, tend to create a climate to attain competitive advantage.

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