IMPACT OF SOFT SKILLS ON PERSONALITY DEVELOPMENT- A STUDY

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Abstract

In today's hyper-competitive world, having strong interpersonal skills as well as strong personal qualities is widely acknowledged to be an essential component for achieving one's goals. Personality development is the process by which an individual's thoughts, feelings, actions, and demeanor as a whole expand and mature over the course of their lifetime. The purpose of this study is to investigate the connection that exists between the development of soft skills and the growth of a person's personality. More specifically, the study intends to investigate how the acquisition and development of soft skills might contribute to an individual's overall progression. According to the results of this study, there is a significant and favorable connection between the development of personality and the acquisition of soft skills. The development of an individual's personal growth, interpersonal interactions, and professional accomplishments are all greatly impacted by their ability to acquire and improve their soft skills. Key "soft skills" that have been recognized as having a favorable impact on the development of a person's personality include effective communication, teamwork, leadership, adaptability, emotional intelligence, problem-solving, and critical thinking. The findings have significant repercussions as a result of this investigation. Students can be equipped with the skills essential for academic excellence as well as overall growth if educational environments include opportunities for the development of soft skills as part of the curriculum. Individuals with good soft skills have a competitive edge in the professional world, which improves their employability chances, career growth opportunities, and potential for leadership. In addition, persons who

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have developed their soft skills are better able to nurture harmonious interactions and establish stronger ties within their personal relationships.

Keywords: Soft Skills, Personality Development, Interpersonal Abilities, Communication, Problem-Solving, Critical Thinking

Introduction:

It is no longer sufficient for personal and professional success simply to possess technical knowledge and experience in today's world, which is characterized by rapid change and intense competition. The need of acquiring "soft skills," in addition to technical competencies, has garnered a lot of attention recently. The term "soft skills" refers to a collection of personal characteristics and interpersonal talents that help individuals to negotiate social and professional relationships in a successful manner. These abilities cover a wide range of domains, such as communication, leadership, teamwork, adaptability, emotional intelligence, problem-solving, and critical thinking. The influence that acquiring soft skills can have on a person's overall personality development is currently the focus of an expanding body of study. Personality development is the process through which an individual's thoughts, feelings, behaviors, and demeanor as a whole mature and become more refined over time. This process eventually influences how an individual interacts with and relates to other people. In this process, soft skills play a key role since they have a substantial influence on how individuals portray themselves, interact with other people, and deal with a variety of circumstances.

The comprehension of the influence that "soft skills" have on the growth of a person's personality has significant repercussions in many spheres of life, including education, career, interpersonal connections, and one's own personal well-being. kids can be equipped with the skills essential to achieve academically, collaborate effectively, and develop into well-rounded individuals when soft skill development is incorporated into curricula in educational settings. This can empower kids to become well-rounded individuals. In the business world, having good "soft skills" can significantly improve one's employment prospects, career growth opportunities, and potential for leadership. In addition, when it comes to personal relationships, having excellent communication and interpersonal skills, as well as empathy, helps to build harmonious interactions and deeper connections.

Soft Skill Trainings

People think of soft skills as the abilities that come naturally to each person. Everyone has some of these skills to a certain degree. But if these skills aren't used or if the person who has them doesn't know it, that person will never be able to use the skills that came with them. Soft skills training will make a person aware of his or her secret skills and help him or her use them improve it for the individual's general growth and success. No matter what skills they already have, everyone can gain from training in soft skills. Competence refers to a set of human qualities that contribute to professional achievement. It is common practice to combine networking, teamwork, creative thinking, problem-solving, conflict resolution, communication, flexibility, and other similar abilities under the umbrella of "soft skills." The following are examples of some of the soft skills that are most highly valued: ambition, focus, sense of humor, contextual awareness, enthusiasm, optimism, etc.

The amalgamation of all the relevant abilities that enable an individual to have a fulfilling life is what we refer to as "soft skills." It includes the manner in which a person communicates, the manner in which they conduct themselves, and the manner in which they respond to the many circumstances that

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they face. It encompasses not just one's private life but also one's professional and social lives as well. In an individual's personal life, having soft talents helps that person to have quality thoughts, which in turn gives that individual more confidence. Everyone, throughout the course of their working lives, interacts with a diverse range of individuals. Soft skills are the only way to acquire the hard talents that an organization values, abilities, etc., and an organization never forgets to show appreciation to an employee who possesses all of these traits. Every person has the potential to be recognized by their peers in their social life as the best person or the excellent person. Therefore, possessing soft talents affords them good opportunities for advancement. The development of one's soft skills is widely recognized as a prerequisite for continued personal development, not only because soft skill acquisition is an absolute necessity in today's world. When an individual is concerned about his or her future, training is believed to be a crucial factor. The college experience, particularly post-graduate life, was selected by the researcher as the appropriate one for this purpose.

Review Literature

According to Hewitt Sean (2008), businesses place a high value indication for professionals working in today's world to possess, in addition to in-depth knowledge of their respective fields, a high level of "soft skills," also known as interpersonal skills. According to Thacker and Yost (2002), students need training to be able to function well as members of a team, which highlights the significance of providing training in "soft skills" in management colleges. The refrain that "business graduates lack good team leadership skills" is one that employers frequently hear. According to Knell and colleagues (2007), businesses are constantly searching for employees that have a high level of inventiveness, excellent communication skills, and an understanding of different cultures. Soft skills include the following: communication, collaboration, and customer focus and responsiveness. According to Paauw and colleagues' research (2006), graduates who lack important "soft skills" such as communication abilities make a poor impression on potential employers during the recruiting phase. This can even prevent graduates who have strong technical abilities from being chosen for employment.

When compared to technical skills, Susan A. and her colleagues (2019) found in their study titled "Soft skills needed for the 21st Century" that soft skills are more important than technical skills. This study focuses mostly on the logistics sector and uncovered many solutions for the training of soft skills. (Carlos., et al., 2017) conducted study on the purpose of offering training in soft skills at an early level. They came to the conclusion that the individuals who would be working in their research area would benefit most from having soft skills. The parents of the pupils brought up an important issue, which is that soft skills aren't just for the early stages of development; they can also be applied in the context of social and family life. This study also demonstrated that the development of a plan is playing an essential part in the delivery of training for soft skills.

(Mitchell, et.al., 2010) Soft skills are traits that employees should have in the firm, and it is crucial in all business units. Some examples of soft skills include the ability to establish teams, communicate well, manage their time well, and have an awareness for diversity. The newly hired staff members are deficient in both hard and soft abilities. The purpose of this study is to investigate the attitudes held by Alabama business educators regarding the significance of training in soft skills. There is a considerable correlation between the relevance of the soft skill training one receives and their level of success in the workforce; however, the correlation is not perfect. The relevance of training for soft skills is directly proportional to demographic considerations.

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(Ellis., et al., 2014), the study examines the office technology course training that is offered by community colleges and comes to the conclusion that the skills are comparable to the soft skills that employers seek in entry-level office job. The fact that the training for soft skills and office technology is beneficial in today's entry level employment is demonstrated by the favorable results.

Research Methodology

A mixed-methods approach was used, which means that both quantitative and qualitative methods were used. In the quantitative part, polls and other tests were used to figure out how soft skills and personality traits are related. For the qualitative part, people who have gone through soft skills training or treatments were asked for in-depth thoughts and stories. For the study, researchers chose only students who were similar in a number of ways, such as their level of schooling, age, gender, and strong financial background. The total number of students in the group was 120, and a simple random sampling method was used to choose them through a structured questionnaire. Employers use a tool to measure soft skills that was used to measure the students' soft skills. The scale was made up of 16 questions about different aspects of soft skills. It was a scale with five points. The scoring of the scale was done so that the total value of a person's answers to the scale will give a general value for that person's soft skills.

Objective of the study

- To find the impact of soft skills on personality development.
- To assess the relationship between soft skills and personality traits

Hypothesis of the study

H1 : There is no strong positive correlation between soft skills & personality development.
H1 : There is a strong positive correlation between soft skills & personality development.

Results & Interpretation

Table 1: Matrix-Factor Loading

S.No.	Items/Statements	Factor Loadings	% Variance Factor Explained	Alpha
1	Positive impact on education	0.828	74.338	
2	Personality development holds substantial implications on employment	0.706		Acquisition and Development of Soft Skills
3	Fosters relationship & interactions with others	0.779		

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4	Develop personal well-being	0.792		
5	Necessary abilities to excel academically	0.793		
6	Collaborating effectively	0.728		
7	Becoming well-rounded individuals	0.681		
8	Foster harmonious interactions	0.745		
9	Strong soft skills can greatly enhance employability prospects	0.679		Overall Growth and Enhancement of An Individual's Personality
10	Career advancement opportunities	0.807	8.392	
11	Leadership potential	0.702		
12	Effective communication empathy,	0.795		
13	Stronger connections	0.698		
14	Influences how individuals present themselves	0.765		
15	Interpersonal skills	0.884		
16	Leading to holistic personal and professional growth	0.812		

Principal component analysis was done on the 16 claims to see if any factors could be pulled out for further study. For the "Varimax orthogonal rotation" to work, Eigen values for important factors had to be more than one. Only questions with factor loadings of 0.5 or more were looked at in the analysis of the 16-item questionnaire about the effects of soft skills and personality development on job performance. There were two things found: Acquisition and Development of Soft Skills and Overall Growth and Enhancement of An Individual's Personality.

Table 2: Model Summary

Model	R	R Square	Adjusted R Square	F Change	Sig. F Change
1	0.709	.521	.502	301.228	.001
2	0.711	.814	.814	79.265	.001

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The R, R square, and adjusted r square values were written on a table in regression analysis, and it was proven that the estimated value of r is always greater than 30%. As a result, the independent factors under consideration (Soft Skills and Personality Development) have a significant impact on the dependent variable (employee performance).

Hypothesis Testing

The interpretation & results indicated that after testing through Regression analysis, as well as Factor loading matrix, the results of the study stated that the null hypothesis which is "There is no strong positive correlation between soft skills and personality development & is rejected & alternative hypothesis that is "There is no strong positive correlation between soft skills and personality development." is accepted.

Findings of the study:

The results of the research into the influence of non-cognitive abilities on the growth of personality point to a number of significant realizations:

- The development of a person's personality has been shown to have a strong connection to both the acquisition and development of soft skills as well as other personality traits. People who have developed their soft skills to a high level typically have good personality attributes such as the ability to communicate effectively, adaptability, emotional intelligence, and the capacity to solve problems effectively.
- The ability to communicate effectively has emerged as a fundamentally important soft talent that has a substantial influence on the growth of a person's personality. People who are skilled communicators tend to have stronger interpersonal interactions, higher levels of self-confidence, and an overall improved personality.
- According to the findings of the study, a beneficial contribution to the growth of one's personality can be made through cultivating leadership qualities. People who are able to make decisions, manage teams well, and plan strategically are more likely to have well-rounded personalities and to exert a significant amount of influence.
- Researchers have found that "soft skills" connected to emotional intelligence, such as self-awareness, empathy, and the ability to self-regulate, have a significant impact on the development of a person's personality. People who are higher in emotional intelligence typically display stronger self-control, empathy toward others, and a more harmonious interpersonal approach than those who are lower in emotional intelligence.
- According to the findings of the study, those who are adept in problem-solving and critical thinking have a tendency to respond to different circumstances in a manner that is more analytical and sensible. These abilities support logical reasoning, adaptability, and effective decision-making, which all have a favorable influence on the development of a person's personality.

Recommendations:

The following suggestions can be made in light of the findings of the study, which are as follows:

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- Curriculums at educational institutions should be expanded to include opportunities for students to develop their soft skills. Students can build a well-rounded personality that prepares them for success in a variety of facets of life by participating in activities and receiving training that increase communication, teamwork, leadership, emotional intelligence, problem-solving, and critical thinking. This can be accomplished through the incorporation of diverse activities and training.

- Individuals can improve their soft skills by participating in specific training programs and workshops that are offered to them in educational as well as professional settings. These programs may provide an emphasis on specific soft skills that have been found as crucial in the development of personality, such as the capacity for effective communication, emotional intelligence, and leadership capabilities.

- Encourage individuals to participate in learning opportunities that allow them to practice and use their non-technical abilities in real-world settings, and promote the development of such opportunities. This could include things like internships, group projects, and events that get people involved in their communities, all of which give people the opportunity to build and improve their soft skills while also obtaining practical experience.

- Develop your hard and soft abilities by cultivating an environment that fosters their growth. In order to accomplish this goal, educational institutions and places of employment should try to cultivate a culture that values open communication, collaborative problem solving, and empathy. The evolution of soft skills and the development of one's personality can be further enhanced through the provision of opportunities for feedback, mentoring, and collaboration.

- The cultivation of soft skills should be considered as an ongoing process throughout one's life. Encourage people to continue investing in their personal and professional growth by searching out chances for continuous learning, skill advancement, and self-improvement. This will allow individuals to continue to grow both personally and professionally.

- Raise people's awareness of how important "soft skills" are to success in both personal and professional settings. Recognize and praise individuals who exhibit great soft skills, drawing attention to the impact that these talents have on the development of personality and overall performance in a variety of professions.

- Individuals, educational institutions, and businesses can successfully harness the effects of soft skills on personality development by applying these recommendations, which will lead to greater personal growth, improved relationships, and increased professional success.

Conclusion

The impact of soft skills on personality growth is an important area of study with repercussions in many areas of life. This research study looks into the link between soft skills and personality development. Its goal is to show how important it is to build soft skills for overall growth and success. By knowing this relationship, people, teachers, and organizations can make smart choices and take proactive steps to develop and improve soft skills, which will help them reach their full potential and be more successful in their work. This study adds to what we already know about how soft skills affect the growth of personality. The things we learned from this study can be used to improve the way we teach, train, and help people develop soft skills. By understanding the importance of soft skills and their part in developing a person's personality, individuals, educators, and organizations can work to develop and improve these skills, which will help them grow both personally and professionally. The goal of this project is to find out

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how soft skills affect personality development. By looking into the relationship between these two ideas, the study hopes to shed light on how the development and acquisition of soft skills add to the overall growth and improvement of a person's personality. The purpose of this study's results is to show how important soft skills are to how a person grows and changes. It is believed that the results will add to what is already known, help shape educational practices, training programs, and interventions, and give people the tools they need to develop and improve their soft skills, which will lead to personal and professional growth on all levels.

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