CHALLENGES FACED IN LEARNING AND ACQUIRING SOCIAL SKILLS AND DEVELOPMENTAL SKILLS BY COLLEGE STUDENTS

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Abstract

This study mainly focused on the challenges faced in learning and acquiring social skills and developmental skills by college students. Here the exploratory research method used for the study, the convenience sampling method has been used, and 112 responses have recorded. Chi-Square used for the analysis of data. The findings of the study after analysis show that there is a significant relationship between will training sessions help to build a career and must be compulsory to students. There is a significant relationship between the current training topic and the hope to change practice as a result of training. From this entire study, it is understood that training and development workshops are utmost necessary for college going students as it not only helps them in building their career but also helps them indirectly in developing their social skills and developmental skills.

Keywords:
Learning, Skill Development, Students, Education, Training

1. INTRODUCTION

It is evident that not all human beings are born with social skills. These skills are to be learned and then put into practice to master it. The instructive prerequisites for training and development directors change substantially by position. For entry-level positions, numerous businesses lean toward candidates that have a degree in organizational development, human resource development, education, human resources, and personnel administration.

A few leaders look for applicants that have a business or specialized foundation or have a balanced aesthetic sciences instruction. Furthermore, postgraduate recognitions are likewise accessible.

Human Resources are an essential requirement for any organization. Training and development are an integral part of the Human Resources team. The Training & Development team focuses on keeping the employees of an organization upgraded with required technical and soft skills; the team also ensures that the employees are equipped with the best of the knowledge required and are adaptable.

Training offered as skill development for individuals and groups. In general, training involves presentation and learning of content, along with practicing new skills as a means for improving workplace behaviours and enhancing performance.

Training and development for schools and colleges began in the late 1900s. It is noted that the majority of students tend to have higher learning capabilities than at the workplace. Training programs such as personality development, communication, were given to students of age group 14-22.

This type of training helped the organizations to start hiring trained and ready individuals. The objective of the training is to make an effect that endures past the end time of the training itself. The emphasis is on making appropriate activity steps and duties that concentrate on incorporating their new abilities, skills, ideas, and thoughts back at work.

An issue with the mass here is the challenge these college-going students face while acquiring social skills and developmental skills, which has been unanswered. As the training programs are done from a mass perspective, 80% of the students tend to lose focus and drop interest in acquiring the required skill.

It may be because of various reasons, and this study will hopefully answer all those questions.

2. LITERATURE REVIEW

"Experiential learning can be applied throughout the educational environment" [1]. Also, there is a positive impact on social and emotional learning programs.

So, Policymakers, educators, and the public can contribute to the healthy development of children by supporting the incorporation of evidence-based social and emotional learning programming into standard educational practice [2]. The students who are cooperating in the study are most of the time volunteered one [3].

Gebert et al. [4] proposes that societal level objectives, conditions, and implicit beliefs of current corporate diversity models will act as a catalyst for diversity training. Training and development are indispensable strategic tools to earn a competitive edge [5].

Training and development are an instrument that aid human capital in exploring their ability. Therefore, training and development are vital to the productivity of the organization's workforce. The learning industry has significantly impacted by internet technologies [6].

For students who are specific learning disabilities, emotional disturbance, mental retardation, or attention deficit, and hyperactivity disorder to them, social competence is specifically salient [7].

"The agency aspect of hope predicted both skills and outcomes, and skills or outcomes predicted agency." "Pathways were not predictive of nor predicted by skills or outcomes" [8].

In learning disability constellation social skill deficit is the main element among all others, but many questions about the relationship between social skill deficit and learning disability remain unanswered [9].

3. RESEARCH METHODOLOGY

This study used exploratory research to explore the student's perception of the training sessions. The primary data was

collected using structured questionnaires - the questionnaires designed for all the students who had attended the Training Program.

A literature survey is critical; the review will help in studying the literature through famous journals and articles. Research magazines, journals are referred. A literature survey includes the following study of management, such as the meaning and importance of training, development, the importance of social skills, societal knowledge, and developmental techniques.

Convenience sampling has used for the study. Students who attended the training program used as respondents 0.112 respondents were used to collect data

The Chi-Square analysis used as a statistical tool for analysis. The analysis was done using SPSS software to find the Significance and to check the hypothesis.

Hypothesis 1

H_0: There is no significant relationship between will training sessions help to build a career and must be compulsory to students.

H_1: There is a significant relationship between will training sessions help to build a career and must be compulsory to students.

Hypothesis 2

H_0: There is no significant relationship between the current training topic and hope to change practice as a result of training.

H_2: There is a significant relationship between the current training topic and the hope to change practice as a result of training.

3.1 OBJECTIVES

- To identify the challenges and problems faced by the college students in acquiring the desired set of skills.
- To evaluate, suggest, and recommend the changes/ modifications required based on data collected concerning acquiring social and developmental skill-based challenges faced by college-going students.
- To identify the need for the desired set of social and developmental skills of college-going students.
- To recommend the need for Self-enabled educational decision-making.

4. DATA ANALYSIS AND FINDINGS

4.1 HYPOTHESIS 1

H_0: There is no significant relationship between will training sessions help to build a career and must be compulsory to students.

H_1: There is a significant relationship between will training sessions help to build a career and must be compulsory to students.

Table.1. Chi-square test between will training session help to build a career and must be compulsory to students.

	Chi-Square		
	Value	**df**	**Asymptotic Significance (2-sided)**
Pearson Chi-Square	49.381[a]	4	.000
Likelihood Ratio	57.320	4	.000
N	112		

a. 5 cells (55.6%) have expected count less than 5. The minimum expected count is .32.

From the above chi-square test, it is found that the significance level is more than 0.05 at a 95% level of confidence level, hence reject the null hypothesis. So, there is a significant relationship between will training session help to build the career and must be compulsory to students.

4.2 HYPOTHESIS 2

H0: There is no significant relationship between the current training topic and the hope to change practice as a result of training.

H2: There is a significant relationship between the current training topic and the hope to change practice as a result of training.

Table.2. Chi-square between the current training topics and hope to change practice as a result of training

	Chi-Square		
	Value	**df**	**Asymptotic Significance (2-sided)**
Pearson Chi-Square	3148.727[a]	1380	.000
Likelihood Ratio	588.758	1380	1.000
N	112		

a. 1457 cells (100.0%) have expected count less than 5. The minimum expected count is .04.

From the above chi-square test, it is found that the significance level is more than 0.05 at a 95% level of confidence level, hence reject the null hypothesis. So, there is a significant relationship between the current training topic and the hope to change practice as a result of training.

5. SUGGESTIONS

- It is suggested for every college to have training and development programs for students.
- It is suggested that a pre-training questionnaire and post-training questionnaire forms are required for a better understanding of the impact of the sessions.

- It is suggested that all students take part in the training program.
- It is suggested that for all-round social skill development of students, practical implementation of the theories in the session is essential.
- Trainers must know the audience before the training session as unrelated topics might lead to a failure of the session.
- The content of the training session ultimately helps in building a strong need for the students to attend further programs.

6. CONCLUSIONS

From this entire study, it is understood that training and development workshops are the utmost necessary for college-going students. As it not only helps them in building their career but also helps them indirectly in developing their social skills and developmental skills.

It is understood from this study that post-training session's students will tend to bring in a change amongst them so that it helps in living a better life in society. Once the training sessions are done, and students are taught how to concept, they will continue building their life altogether by themselves (sustainable self-development).

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