

## **Pivotal Role of English in Empowering Employability**

**S. Sasirekha, M.A., M.Phil. M.Ed.**  
=====

### **Introduction**

The necessity to improve employability skills and English proficiency amongst graduates is an enduring crisis that is being faced by policy makers, employers and graduates alike. The English language is considered as a stepping stone along the pathway to securing employment. Also it is of the view that English is a means for the attainment of employment, power and privilege in society. It is being accepted as one of the six official languages of the United Nations. Earlier people used to get a job if they are skilled in their respective fields but in the current age the specific skills should be complemented with communication skills. The need for giving emphasis on the English communication development is of utmost importance in the present scenario with an aim to make the job aspirants gainfully employed.

A competitive employment market requires good communication skills in workplaces. English as communication skills plays a crucial role in employment all over the world. English is often a crucial factor in employment opportunities with higher earnings and in organizations aiming at higher productivity. On the other hand, people who are incompetent in English face difficulty in finding jobs, especially well-paid jobs. Lack of English fluency drives to earning losses. Proficiency in English therefore, is needed for employees to advance in both local and international companies and to improve their technical knowledge and skills. It provides a foundation for what has been called "process skills" - problem-solving and critical thinking skills that are needed to cope with the rapidly changing environment of the global workplace, one where English plays an increasingly important role. The ability to speak English well is one of the most important things that newcomers need to gain employment. Those with strong English skills will become employable much faster than those who have only basic English skills. Written English skills are also very important to many employers.

English is the language which unites people from different regions, cultures and nations. It has helped the world in sharing any kind of information fast and clear without any translation. Globalization has encouraged the domestic companies to think beyond their nations. People don't mind taking challenging and fruitful overseas assignments these days. As English is spoken in most of the countries, language is no more a barrier for people who intend to settle down in other countries. This study aims to highlight the importance of English in multiple sectors which finally cater to the need of employability.

### **Typical English**

The pronunciation of Indian English differs from region to region according to the influence of one's vernacular. So the question that arises always is, what is the standard form of English. Till the time of globalization, British English was considered as Standard English.

### **The Motivating Force – English**

In today's comprehensive world, English can be measured as being the language of the world due to its extensive recognition and as being the medium of communication that can surpass all barriers. Learning the language and being fluent in it, especially for those on the threshold of employment is an essential one. Being knowledgeable and fluent in English is unquestionably a commanding tool that can bring about personal as well as global advancement and improvement. Fluency in English has been termed as a basic skill of modern life. Due to the fact that many companies are looking for expansion multi-nationally, English has been elevated to the position of a common corporate language in order to bring about an economic assimilation and a closer networking in the global business environment. Thus a good English proficiency will undoubtedly open up outlooks and pave the way for graduate employability and better equip graduate performance particularly in the service sector.

### **Equipping Graduate Employability**

A set of accomplishments - skills, understandings and personal characteristics that make graduates more likely to gain employment and be flourishing in their selected professions which benefits themselves, the workforce, the community and the economy. The need to supplement graduate employability is a pressing need in the domain of education. One

of the main objectives of higher education is to get students ready for the world of work which is the field where they will put into practice all that they have incorporated in their years of study at the university. As such this will be the platform for them to display unfocused qualities such as the ability to work in a team, possess interpersonal skills, exhibit confidence, be moral, be willing to learn, display problem-solving skills, demonstrate computer literacy and be competent in English language skills, coupled with their subject-specific knowledge. It is therefore necessary to create a market-driven tertiary education system which incorporates needs analysis and thereby empowers the 21<sup>st</sup> century graduate to be work-ready and uplift his/her organization in the business environment.

### **Better Opportunities with Superior English**

English plays a significant position in job opportunities with higher income. Quality job depends as much on knowledge of the respective subject as on good communication skills. Proper English does not mean only the ability to make grammatically correct sentences. It means other related skills for effective communication like presentation skills, convincing and negotiation skills and interpersonal skills using that language. Intrapersonal and interpersonal skills have become more and more important. There should be a congruity between verbal and non-verbal communication too. We could understand that the personality traits and soft skills have a role that is essential to one's career. In combination with hard skills and domain expertise, it plays a central role not only in getting prepared for interviews but also for subsequent career growth.

### **Employer Expectations**

Communication and teamwork skills have been highlighted as two important attributes. Therefore it is vital that today's graduates be well versed in English in order to increase their employment opportunities, be able to use and communicate via the internet, communicate with foreigners, increase their knowledge and travel to other countries and thereby widen their horizons in their future lives and bring empowerment to their lives. Proficiency in English will undoubtedly increase employability by boosting basic skills to get, keep and do well in a job. Today's corporation is troubled by unqualified manpower and slow destruction for which reason again is a lack of communication skills. In the current situation whether an individual is a graduate or undergraduate everybody needs to communicate in English somewhere. But they fail as they are lacking in English language.

Such is feedback from corporate alarming reports. English language has many features of capturing the corporate as well as the market. It makes the candidate secure, self reliant, good communicator which is need of present time. English is a medium which ensures a present employability.

## Conclusion

English as a language plays a essential role in shaping one's personality. Starting from academia to industry the need of English is unavoidable. The need of the hour is to have certain modifications in the education system which will address the needs of the changing economy and take suitable measures at providing mandatory training in communicative English with a view to have the youngsters gainfully employed. This will ultimately benefit all. This paper has explored till now the unstudied relationship between English language proficiency and the employment. It was found that in various ways one's English language skills did influence their forecast of employment. As well as contributing to the possibility of secure and better jobs, English certainly played a role in social interaction and in the building of social networks. It is also an active determinant in enhancing job prospects among migrant communities.

---

## References

- [http://articles.economictimes.indiatimes.com /2013-06-04/news/39740600\\_1\\_ceo-tony-goodwin-antal-international-managerial- and-professional-level](http://articles.economictimes.indiatimes.com /2013-06-04/news/39740600_1_ceo-tony-goodwin-antal-international-managerial- and-professional-level)
- <http://www.employmentnews.gov.in/CARE ER-IN-ENGLISH-LANGUAGE-TRAINING.asp>
- <https://hbr.org/2012/05/global-business-speaks-english>
- <http://www.indiastudychannel.com/resources/52922-Why-working-knowledge- English.aspx>
- <http://www.naceweb.org/s10242012/skills- abilities-qualities-new-hires/>

## Conclusion

English as a language plays an essential role in shaping one's personality. Starting from academia to industry the need of English is unavoidable. The need of the hour is to have certain modifications in the education system which will address the needs of the changing economy and take suitable measures at providing mandatory training in communicative English with a view to have the youngsters gainfully employed. This will ultimately benefit all. This paper has explored till now the unstudied relationship between English language proficiency and the employment. It was found that in various ways one's English language skills did influence their forecast of employment. As well as contributing to the possibility of secure and better jobs, English certainly played a role in social interaction and in the building of social networks. It is also an active determinant in enhancing job prospects among migrant communities.

---

## References

[http://articles.economictimes.indiatimes.com/2013-06-04/news/39740600\\_1\\_ceo-tony-goodwin-antal-international-managerial-and-professional-level](http://articles.economictimes.indiatimes.com/2013-06-04/news/39740600_1_ceo-tony-goodwin-antal-international-managerial-and-professional-level)  
<http://www.employmentnews.gov.in/CARE-ER-IN-ENGLISH-LANGUAGE-TRAINING.asp>  
<https://hbr.org/2012/05/global-business-speaks-english>  
<http://www.indiastudychannel.com/resources/52922-Why-working-knowledge-English.aspx>  
<http://www.naceweb.org/s10242012/skills-abilities-qualities-new-hires/>

---

S. Sasirekha M.A., M.Phil. M.Ed.  
Assistant Professor  
Excel College of Engineering & Technology  
NH 47, Main Road  
Pallakapalayam  
Sankari West post, Namakkal 637303  
Tamil Nadu  
India  
[sasisiva2000@gmail.com](mailto:sasisiva2000@gmail.com)