

ROLE OF PERSON CENTRED COUNSELLING IN INCREASING EMPLOYABILITY OF ENGINEERING STUDENTS

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INTRODUCTION

Engineering as Career:

Engineering is one of the most sought out Career in India. Thanks to the advent of Globalization and Liberalization that found its way in to India during 19th Century. Engineering sector is the major contributor for the development of Science and Technology in our nation. In India usually it is parent's choice to choose engineering as Career for their wards as the students of this age in the transition phase from adolescent to adulthood according to developmental Psychology. The number of students appearing entrance exams every year which is rapidly increasing which verifies to the fact that Engineering is the most wanted Career choice of Parents as well as Students. The number of Careers offered to the students of Engineering stream ranges from the field of Mechanical, Chemical to Nano Technology, Tele Communication, Cloud Computing, Ultrasonics etc.,

Employability of Engineers:

Students Choose Engineering field as it gives great job satisfaction, reputation, good salary. Engineers who got employed will always have Challenging opportunities and intellectual development in their Career. They will have financial security in Professional environment. So employability is the important stage in their Career Development as it is prestige issue for every student and Parents to get placed with a job.

Statistics on Employability of Engineers:

Survey states that every year India produces around 7, 50,000 engineers.40% scout for job in almost 1 year.22% take two years almost before getting the job. In this competitive world one has to be very well prepared and skilled to attract the Employer. Campus placements conducted in every Engineering institution is a real boon for the Students. This paper focuses on the problems faced by the young Engineers in getting employability and how Person Centred Counselling may be helpful to enhance the employment opportunity.

Definition for Employability:

According to Vocational Psychology, Employability can be defined as “the combination of factors, processes, and skill sets which enable people to progress towards or get in to employment and to move on in work place. Employment denotes having a job where as employability or being employable refers to the qualities needed to maintain the employment and progress in the work place.

Skills Required for Employability:

Apart from generic skills like academic skills, subject knowledge and understanding some specific skills like Emotional Intelligence, Interpersonal skills, Team work, self efficacy, self confidence, self esteem, adaptability are also required. Inability to express these skills to the interviewer narrows down the opportunity of getting selected.

Usually all the students who attend the campus interviews will not be selected. We shall discuss the reasons. Some get filtered in written test and some in interviews. Some students will be immensely happy if they are selected while many may be feel hurt or depressed.

For students who are not selected in the first placement drive two things may happen. They will develop either situational anxiety that is getting anxious in all the interview they attend or unable to handle the pressure piling up because the failed to satisfy their parents by getting placed. Both the reactions make things worse for the Students in the forth coming interviews. This is where Counselling can help in overcoming the problems they face.

Counselling as a tool for enhancing Employability:

Counselling means giving advice . Here the Counsellor helps the student to explore his thought processes about a situation and find a solution or answers for the problem.

The types of Counselling may vary from,

- Individual Counselling
- Group Counselling
- Tele/ online Counselling
- Self help Groups.

Here in academic setup Individual Counselling/ Person Centred Counselling is the very effective tool in enhancing Employability.

Person Centred Counselling:

This is the effective form of Counselling than group counselling as we all know every individual is unique. In a diverse and cross cultural setup there is a need to address each individual's problem effectively.

Person Centred Counselling may be useful for the students in their general issues like

- Study habit formation
- Mental health
- Effective participation in all activities
- Ability to accept failures etc.,

Person Centred Counselling is the most advantageous than other types of counselling.

The advantages are as follows,

- It is the relationship between two person where the one (Counsellor) assists another in organizing/adjust according to the given problematic situation.
- Develops trust due to face to face contact
- Non verbal cues of the students can be decoded
- Open discussion on need to develop Skills, Courage and Self esteem.
- As it is one to one, the problems faced by the student can be clearly understood. This fosters the problem solving mechanisms much efficiently.
- It helps the subject to change or modify the existing goals if not to set the achievable goals.

Qualities of a good Counsellor:

The Counsellor is a person who is willing to guide / help the other. He/She should be trained/ experienced to do so. Should foster the favorable environment for Counselling. Motivate the student to speak/let out. Able to handle the Catharsis effect. Should definitely has good emotional intelligence.

In broad we can compile the specialties of Person Centred Counselling for enhancing Employability under three Categories.

1. Unconditional Positive Regard:

This is the most important quality of Person Centred Counseling. Most of the Psychological Problems arise when there is a clash between Self Concept and the present Experience. Students will feel a type of trait anxiety i.e. which occurs during particular situations. They may feel like what happens if I were rejected? This brings in lots of Tension that will hamper the performance even the routine activities.

Person Centred Counselling

Here in Person Centered Counselling the counselor accepts the positives and negative qualities of the student without judging or classifying them. The client has no limitations to explore his own thoughts and feelings, behaviour without the fear of being criticized or rejected.

2. Empathic Understanding:

This is another vital quality of PCC. The Counsellor has empathy towards the student so that he can understand the student's perception the way he sees things. He relates the stimuli and response in student point of view. The Counsellor can motivate the students to perform better as he really understands the problems faced by the student.

3. Congruence:

This shows the counselor as really genuine to the student. The Counsellor doesn't act as a professional or some third person sitting with the student. He is transparent and builds rapport with the student. By this the student can easily share his past experiences and present hidden problems openly. Thus the Counsellor helps the student to analyze the Self related problems and overcome it to perform better.

Conclusion:

Through this Person Centred Counselling we can able to identify the problems of the students individually. In the diverse setup in Colleges each student will have his own problems in progressing in his/her Career. This PCC develops lot of trust and hope on the Counsellor than any other counselling methods as it promotes one to one meetings. The student will be assured of Secrecy of whatever he/she shares. Added to these advantages personal rapport will be enhanced. The subject will not feel shy as the Counsellor is ready and shows willingness to accept who he is. It helps the student by catalyzing the catharsis process as the student is very much free to observe his own thoughts. It helps in discovering the personal strengths and weaknesses, opportunities and threats (SWOT Analysis) so that he can rectify it or encounter with high self esteem and self confidence to get employed.

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