

ACADEMIC AND EMPLOYABILITY SKILLS

Academic Report

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Executive Summary

Employability skills and academics help in development of personal and professional development. Therefore, this study is going to explore the pivotal role implicated by academics and qualities for employability. Furthermore, it is discussing about models and theories that tend to progress qualities for employability and academics. It is presenting significant approaches made by model and theories in terms of developing qualities based on employability and academics. It is demonstrating skills and qualities that would provide further development in professional lives.

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Introduction

Academic and employability are interrelated to each other and takes place in an important manner in an individual's personal development. A collaboration of academic and skills related to employability helps individuals to stand in their career. This study is emphasising on pivotal approaches of academics that aims to build skills of employability. It is exploring models and theories that aim to develop qualities based on employability. Moreover, it is demonstrating applications of models and theories that tend to develop academic and qualities of employability. Through the help of importance of academic and qualities of employability comprehend the impact on professional fields. Therefore, this study is an interpretation based on comprehension of essential involvement of academic in improving skills for employability.

Significance of Academic and Employability Skills

Academic and skills of employability are interlinked and present significant evaluation in an individual's career to deal with enhancements in corporate sectors. One of pivotal actions that are projected employability that it aims to develop performance of an individual. Presence of proper regulation of academic sessions inversely helps in improving the qualities related to employability. As per opinion by Karim and Maat (2019), it is important to have a good grasp over academics and that leads to proper implication of qualities of employability in an individual's career. Similarly, academic helps in presenting other functional qualities such as communication, teamwork, root analysis of problems and solving them with critical thinking. Furthermore, it highlights skills that are a requirement for being professional in corporate sectors.

Develops Interpersonal Skills

Development of skills such as communication and others help inversely developing qualities of employability for individuals. Proper interpretation of qualities and skills would help employers to meet the requirements in terms of providing employability to job seekers (Narayanan and Turner, 2019). Thus, it can be suggested that implication of proper qualities related to employability would create better opportunities in an individual's career.

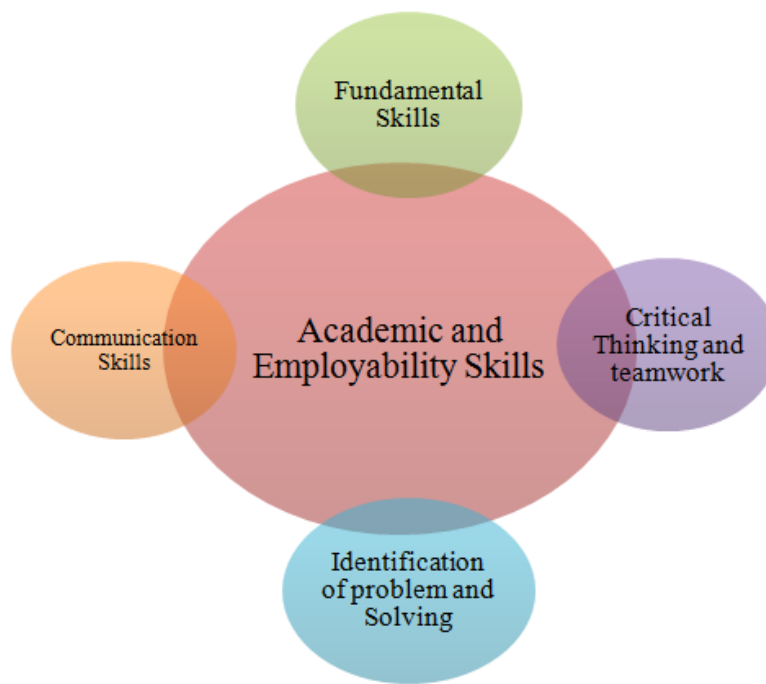


Figure 1: Factors of Qualities of Employability

(Source: As influenced by Tomasson Goodwin *et al.* 2019)

On the other hand, it has been observed that academic taken from schools, universities, books, journals and articles helps to inculcate skills that would bring employment. Therefore, both academic and employability are interlinked with each other and without one another cannot be achieved (Scott *et al.* 2019). Furthermore, presence of employability acts as a commodity that belongs to policies of government in nations. Employability is a part of government because, upon the rate of employment, economic condition improves a nation along with the rate of literacy. Hence, academic and qualities of employability are an important part to develop professional fields. Along with development of a career in corporate sectors, it enhances interpersonal skills such as teamwork, communication qualities, critical thinking, identifying problems and amending solutions as per that.

Models and Theories of Academic and Employability Skills

Models of Academic and Employability Skills

Psycho-social model

Psycho-social model, also known as Heuristic model is a composition of adaptability of personal skills, social and human capital and identification of career that aims to improve employability among individuals. The projection of heuristic model takes place in an intention

to enhance concepts related to identification of career, personal adaptability and human and social capital. A collaboration of all these factors results in reflecting the attributes to present active involvement in a working environment. Bates *et al.* (2019), explains that presence of identification of career helps in incorporating decision-making techniques along with ability to identify issues and solutions. Thus, it can be suggested that implication of heuristic model helps in developing other interpersonal skills that inversely helps in improving employability for individuals.

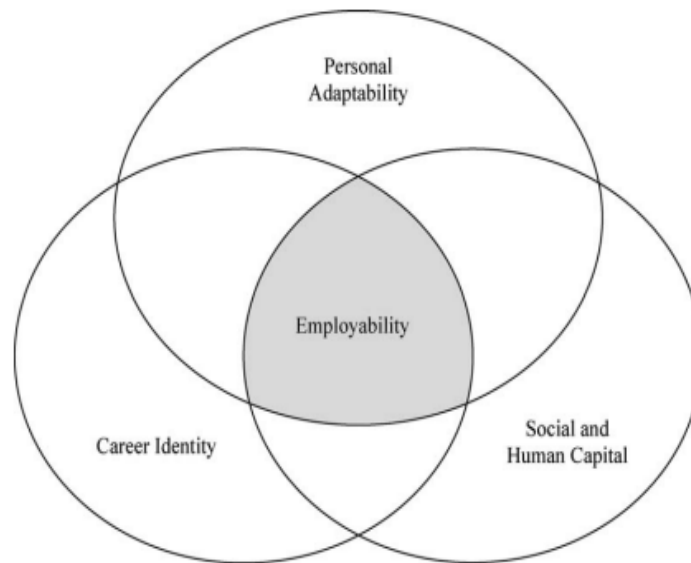


Figure 2: Heuristic Model

(Source: As influenced by Saibon and Kamis, 2019)

Moreover, projection of heuristic model helps in developing the personal adaptability, which can be illustrated by adaptation of working environment for individuals. Personal adaptability would help to improve skills for adaptation of terms and conditions of corporate sectors. This has been perceived by Williams *et al.* (2019) where implication of heuristic model would help in improving human and social capital in an individual's career. Through the help of this model, individual traits gain knowledge based on social and human capital. Evaluation of heuristic model helps in generating developing features based on emotional intelligence and this can be developed by comprehending social and human capital.

Theories of Academic and Employability Skills

Conflict Theory

Conflict theory takes place in order to create challenges in a workplace due to inequalities in terms of power and capital. Implication of this theory helps in providing solutions towards such unequal circumstances in a workplace. The approaches presented by conflict theory help

in improving qualities for employability in individuals. According to Dsane-Nsor *et al.* (2019), conflict theory helps in comprehending inequalities presented by society in terms of wealth and power and improves skills to resolve such issues. Therefore, it is important for individuals to incorporate conflict theory in terms of comprehending inequalities based on power and wealth. This inversely helps in progressing interpersonal skills to tackle unequal scenarios in a working environment.

Learning Theory

Learning theory takes place in a composed form that aims to develop other functional skills among individuals. Involvement of learning theory helps in identifying core methods to improve academic skills by improving concentration power and others. As stated by Barton *et al.* (2019), improvement of academics automatically helps in further enhancements of employability qualities.

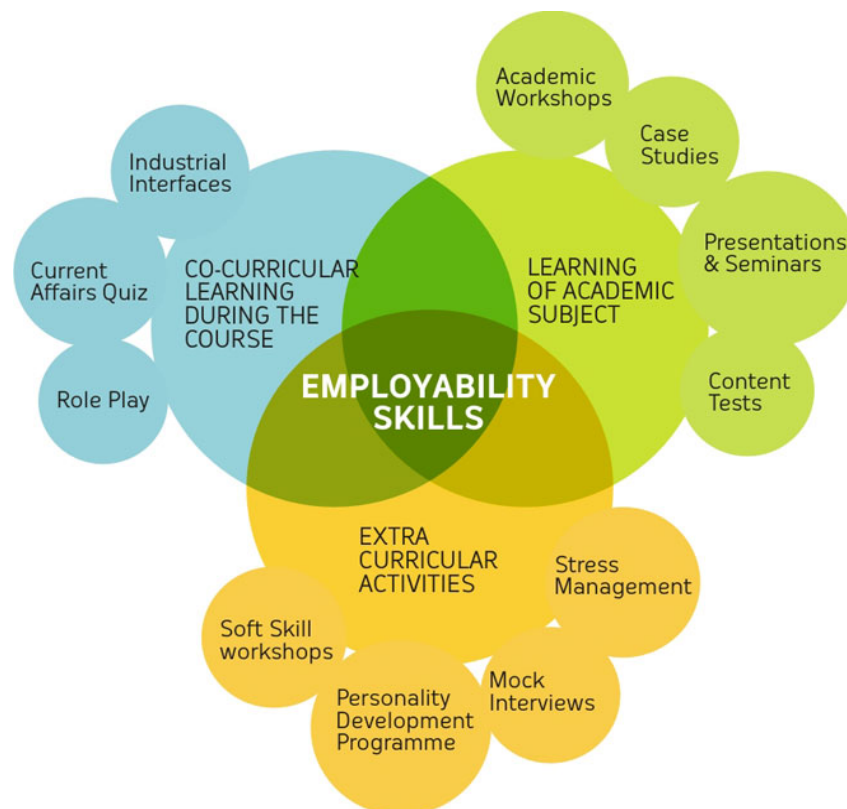


Figure 3: Factors of Learning Theory

(Source: As influenced by Seman and Ahmad, 2019)

Learning theory aims to improve extracurricular activities along with co-curricular learning activities in academics. Implication of learning theory helps in developing other functional skills such as managing qualities for stress, anxiety, workload, critical thinking and others

(Scott *et al.* 2019). Therefore, it can be validated that implication of learning theory would be able to develop qualities in individuals based on both academics and employability.

Analysis

Interrelation between Academics and Employability

From the discussion, it has been found that presence of models and theories are significant involvement in developing interpersonal skills to provide qualities for employability. A collaboration of academic and qualities for employability are interconnected. Metilda and Neena (2016), supports the fact that without academics, employability cannot be achieved and vice-versa. Therefore, in terms of obtaining proper qualities related to employability can be implicated by improving academics

This can be comprehended from a discussion that enhancing skills of employability provides better opportunities in a workplace, which is beneficial for individual professional development. However, it can be specified that proper regulation of academics and quality enhancement for employability helps in improving other skills such as functional, communication and others (Tran, 2016). Implication of employability helps in improving interpersonal skills such as critical thinking, recognition of problems and amending solutions and others. Additionally, it can be suggested that proper practices for academics have ability to evaluate skills that would improve employability in an individual's career.

Projection of employability helps in matching the wish lists of employers to get selected in corporate sectors. Thus, it can be validated that implication of proper regulation of academics would help in creating beneficial circumstances in terms of employability. Further projection of academics would help in improving qualities of employability that takes result in a form of development of literacy rate. This inversely helps the nation to obtain an increase of economic rate. Hence, involvement of active participation in academics would help in improving rate of employability (Szifris *et al.* 2018). It is important to be an attentive learner on the part of academics and this inversely would help to improve qualities based on employability.

Involvement of Models and Theories for Academics and Employability Skills

Discussion has shed light on important involvement of models and theories that aims to improve qualities of employability for professional development in individuals. A model such as Psycho-social model, whose other name is heuristic model, tends to provide enhancements

based on recognition of career, personal adaptability and human and social capital in a workplace. It has been explained by Bratton and Gold (2017), a model of heuristic helps in improving various aspects of employability such as career identification and others. Therefore, it can be validated that implication of heuristic model would help in developing other skills such as decision-making techniques based on the criteria of recognition of career. Other development based on personal adaptation helps in developing managing skills of an individual's in a new working environment (Kinash *et al.* 2018). Similarly, presence of heuristic model helps in developing comprehension based on social and human capital to support working methods in a workplace.

Additionally, implication of learning theory is another support that deals with further improvements for employability qualities. Incorporation of learning theory aims to improve other activities such as extracurricular, co-curricular and learning aspects for academics. The illustration of such activities inversely aims to provide further development in academics and qualities based on employability in an individual's career. Thatcher *et al.* (2016), has demonstrated that implication of academic practises help in making further development in employability's qualities. On the other hand, it has been found that implication of conflict theory is another theory that aims to improve employability and academics. Through incorporation of conflict theory helps in comprehending solutions towards inequalities in terms of power and wealth in working environment (Aziz and Pangil, 2017). Thus, it can be validated that implication of conflict and learning theory helps in improving qualities of employability and academics in an organised manner.

Application to improve Academic and Employability Skills

Implication of practices would help improving academics and qualities of employability that inversely help in improving professionalism for individuals. Furthermore, practices can be presented by improving skills such as communication, critical thinking, recognition of problems and others. In term of development of such skills need to be implied by regular practices based on the development of employability and academics. Communication skills can be progress by making regular reading habits to be an active listener (Metilda and Neena, 2016). Additionally, other skills can be improved by planning related to identification of problems and amending solutions as per that. The other skills based on employability can be

implied by facilitating self-motivation in terms of improvement of work performance in a workplace. Involvement of regular application for development of functional and vocational skills would help in improving qualities related to employability. Hence, incorporation of vocational and soft skills helps in improving qualities based on employability and this results in professional development.

Skills for Professional Practice

The skills that are required for professional practice can be evaluated by managing skills related to solution to problems in a workplace. As per solutions of problem, it can be improved by professional practises with the support of interpersonal skills. Skills such as vocational, soft skills would help in managing different situations in a workplace. It has been explained by Dsane-Nsor *et al.* (2019), implication of communication skills would help in developing professionalism in individuals. Thus, it can be suggested that implication of interpersonal skills would aim to improve professionalism. Through the support of managerial skills, professionalism can be improved. Additionally, implication of interpersonal skills would be able to develop professional skills, which would be profitable for individuals in a workplace. Hence, implication of skills such as communication and others develop qualities based on employability.

SWOT Analysis

STRENGTHS Good looking Never giving up	WEAKNESSES Bad temper Don't love to wait
OPPORTUNITIES Get diploma Invest in business	THREATS Don't study enough Keep working in the same job for years ahead

PDP (Personal Development Plan)

What are my goals?	Set short, medium and long term objectives	What's the actions needed to achieve my goals?	What may stop me?	Any necessary resources required?	Where can I go for support?	How I am doing at the moment?
To finish university, and get my diploma	Short term	Study hard	My motivation	Money	Teachers Class mates	Good, but it can be better
Open an MMA Gym	Medium term	Finish studies, and get a proper job	Not having a big check job	Money	Banks	
Travel around the world	Long term	Work hard	Not having enough money	Money	To myself	

Conclusion

This study has been interpreted with importance of academics and qualities for employability. Discussion has shed light on importance of academics and qualities of employability that aims in developing interpersonal skills of individuals. Therefore, it can be validated that presence of academic in interrelated with qualities of employability. A model such as heuristic of employability helps in developing psycho-social factor that prepares qualities to sustain in a workplace. Implication of this model helps in developing decision-making techniques on the part of individuals in a working environment. A theory such as conflict theory and learning theory helps in comprehending inequalities in a workplace and development of other activities, respectively. Furthermore, it can be concluded that developments of extracurricular activities help in enhancing qualities related to employability. Improvements in communication skills and others would help in further development of academics and employability qualities.

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