

# Role of National Cadet Corps in Developing Soft Skills among Youth in India

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**Abstract**— Higher Academic Studies in India is more focused on subject-related area. But with this we are actually ignoring student's basic skills. Soft skills are the skills which are essential to build student as a good and responsible human being of society. We as a parent, teacher and guide are more concern towards "Three R's" (reading, writing and arithmetic). We always want our child or student to be good in specialized studies which is so called "Knowledge" of respective subjects. Hence channelize our entire energy towards recuperating the same. Developing of appropriate soft -skills among graduates is a challenge for the society. Our research actually reveals the significance of inculcating soft skills among graduates and suggesting the introduction of the NCC studies as a compulsory component for all the streams in higher education.

**Index Terms**— Soft skills, Graduating study, NCC, Higher studies in India.

## 1 INTRODUCTION

Soft skills basic necessity for a student to survive as a good human being as well as a good employer. These skills help the person to build healthy relationship among different kinds of people. In a day we come across with so many different people having different attitude and behavior. Dealing with them without hurting them is big challenge for us. As an employer we should know the magnitude teamwork, completing given task in stipulated time in an enhanced way and also up gradation of ourselves in a hectic schedule. If we are unable to gratify this, then as a person and employer it is complex to endure in today's competitive world. The National Employers Skills Survey 2003, reported that employers shows lack of soft skills, including communication, teamwork, customer focus and responsiveness as far more crucial than hard or technical skills (Watkins, 2004). Because of poor soft skills graduate may get expelled from the job opportunity despite of having a good command on technical knowledge (Pauw and et al, 2006).

As academicians we should think of such huge challenges. If you see today's higher studies curriculum in India. By Hannah Jones, Founder & Director, Connected Learning, United Kingdom - We are torn between getting the standards on assessed pieces of work, which is a content-driven process, and preparing people for a world of work that is not content driven. It is a more skills-driven world. The importance of soft skills among student is been studied by some people one of which is Anupama who highlighted the need of soft skills in one's life and shows the ways how the students emerge as competent individuals of handling their careers and homes effectively [1]. Dr. Sheekha Seetha has made an attempt to emphasize the necessity of incorporating soft skills training programs in curriculum, highlighting the objectives of soft skills and various teaching methods to be applied [2].

## 2 ABOUT SOFT SKILLS

### 2.1 What is Soft Skills?

Webeetal defined soft skills as "The interpersonal human, people or behavioral skills that needs to apply technical skills and knowledge in the workplace." According to Hewitt Sean (2008) soft skills are "Non-technical, intangible, personality specific skills" which determines an individual's strength as "a leader, listener and negotiator, or as a conflict mediator" [3]. Soft skills are the traits and abilities of attitude, approach and behavior rather than of knowledge or technical aptitude[4].

Employment Initiative in Jacksonville, Florida, funded by the Jessie Ball duPont Fund ("duPont Fund") and administered by United Way of Northeast Florida ("United Way"), revealed that the primary benefit to participating high school students is the acquisition of a basic set of professional behaviors and attitudes. As soft skills are not specific to any one industry or job experience but rather constituted the basic building blocks for professional success in any sector.

### 2.2 Importance of Soft - Skills

As per the studies of ISESE, it indicates that employers look for non-cognitive skills, which are predominantly generic skills and promote long term success of the employees. The second is specific skills which are mostly expected from employees engaged with technical work load. Third is Values related to acquiring skills like time management, positive attitude, ethics etc. Cognitive and technical skills are the least one by the employers.

The Indian analysis identified the employer's perception of skill, needs for requirement of the market are leadership skills, positive attitude, critical thinking, communication skills, dedication, time management, commitment, honesty, flexibility and adaptability, safety needs, good habits, personality and appearance, Basic understanding, teamwork and social inter- action[6]. All these skills are make-up non-

cognitive skill sets which are listed under soft skills categories.

Here is the list of some of the Soft skills which are considered worldwide [7].

TABLE 1  
LIST OF SOFT-SKILLS

1. Common Sense	17. Work ethics.	33. Listening Skills
2. Good attitude	18. Punctuality	34. Judgment
3. Communication skills	19. Grooming	35. Leadership skills
4. Group Discussion	20. Accountability	36. Decision Making
5. Etiquette & Manners.	21. Interpersonal Skills	37. Self-directed/ Motivated.
6. Body Language	22. Intrapersonal skills	38. Presentation Skills
7. Cooperation & Team skills	23. Motivational skills	39. Change Management
8. Adaptability.	24. Creative thinking skills	40. Project Management
9. Flexibility.	25. Problem Solving Ability	41. Eye contact.
10. Follow rules / Instructions.	26. Public Relations	42. Self-Supervising
11. Initiative	27. Willingness to learn	43. Personal energy
12. Responsibility	28. Time Management	44. Personal hygiene
13. Reliability.	29. Prioritizing Tasks.	45. Intellectual Ability
14. Honesty.	30. Performance Excellence	46. Sociability
15. Integrity	31. Commitment	47. Empathy
16. Dependability.	32. Ability to meet deadlines	48. Business management
49. Negotiating skills	50. Cultural awareness	

### 3 HIGHER EDUCATION IN INDIA

As per the previous studies higher education in India has many challenges as it does not match with the Global quality standards. There is need for an amplified assessment of the quality of higher educational institutions. These institutions assumed that quality could be determined by as no. of students passed, number of books and journals in the library, techno-savvy campus and size of the endowment etc. Rather its efficient use of resources and producing highly skilled employable graduates. Dr. J. D. Singh highlights that India require an educational system that is modern, liberal and can adapt to the changing needs of a changing society, a changing economy and a changing world. [5]

### 4 ABOUT NCC

The National Cadet Corps is the Indian military cadet corps. It is open to school and college students on voluntary basis. National Cadet Corps is a Tri-Services Organization, comprising the Army, Navy and Air Force, engaged in grooming the youth of the country into disciplined and patriotic citizens. The National Cadet Corps in India is a voluntary organization which recruits cadets from high schools, colleges and Universities all over India. The Cadets are given basic military training in small arms and parades. The officers and cadets have no liability for active military service once they complete their course but are given

preference over normal candidates during selections based on the achievements in the corps.

NCC was created under the Indian Defense Act 1917, with the objective to make up the shortage of the Army. The aim was to raise the status of the University Training Corps and make it more attractive to the youth. The University Training Corps Officers and cadets dressed like the army. It was a significant step towards the Indianisation of armed forces.

The motto of NCC is 'Unity & Discipline'. In living up to its motto, the NCC strives to be and is one of the greatest cohesive forces of the nation, bringing together the youth hailing from different parts of the country and molding them into united, secular and disciplined citizens of the nation.

There are Three Certificates in NCC

- A certificate
- B certificate
- C certificate

Institutional Training being conducted in the Colleges and Schools is the principal means of training in the NCC. The aim of the training is to nurture core values, enhance awareness and give exposure to basic military skills and knowledge. Emphasis will be on practical training. Case studies, wherever possible will be used to facilitate active participation and better assimilation. Examples from India's freedom struggle and wars fought by India, post-independence, should supplement relevant subjects to generate secular and patriotic fervor. The instructors and the cadets must grasp the importance of this training and participate actively.

#### 4.1 CURRICULUM OF NATIONAL CADET CORPS INSTITUTIONAL TRAINING

NCC includes following Subject as a part of curriculum

1. The NCC:

This area helps in acquainting cadets with the aims and objectives of NCC.

2. National Integration and Awareness

Objective of this area is to inculcate sense of patriotism, secular values and motivate cadets to contribute towards nation building through national unity and social cohesion. Religions, Culture, and also how to handle Problems and challenges and to build cultural values.

3. Drill

It has three sub types:

- Foot Drill
- Drill with Arms
- Ceremonial Drill

This aims to inculcate a sense of discipline, improve bearing, smartness, word on command, turnout and to develop the quality of immediate and implicit obedience of orders. It helps to make the cadet focused.

#### 4. Weapon Training

It gives elementary level of Rifle knowledge

#### 5. Personality Development & Leadership

To develop an all-round dynamic personality with adequate leadership traits to deal / contribute effectively in all walks of life. It improves self-awareness of a student and helps in building up interpersonal relationship, positive attitude, improves communication skills, Time management, Leadership skills, Realization of importance of teamwork.

#### 6. Disaster Management

This area focuses on how to help others in natural calamities, to assist Civil Administration in performance of selective duties during disasters and how to apply presence of mind in better way. Managing and handling the larger group.

#### 7. Social Awareness & Community Development

It basically sensitizes the person towards society. To teach cadets the values and skills involved in providing voluntary Social Service.

Scope Understanding of social service and its needs, knowledge about the weaker sections of our society and their requirements, about NGOs and contribution of youth towards social welfare.

#### 8. Health & Hygiene

It aims to respect and responsibility towards personal health and hygiene. It makes aware about basic information of the human body, maintenance of health, hygiene, sanitation, diseases and an elementary knowledge of First-Aid and Nursing. It helps in improving physical as well as mental health by doing Yoga.

#### 9. Adventure

It help to inculcate sense of adventure and develop confidence, courage and determination. To expose cadets to various Adventure activities.

#### 10. Environment Awareness and Conservation

It sensitize cadets on natural resource conservation and protection of environment. Basic understanding of environment conservation in general and waste management, energy conservation, and pollution control and wildlife conservation in particular.

#### 11. Obstacle Training

To make cadets capable of crossing a standard obstacle course so as to inculcate team spirit and self-confidence.

### 5 RESEARCH HYPOTHESIS

Ho: NCC helps its cadets to be excellent in at least 80% of the chosen Soft-skills

i.e. Ho:  $P \geq 0.80$

H1: NCC helps its cadets to be excellent in lesser than 80% of the chosen Soft-skills

i.e. H1:  $P < 0.80$

### 6 RESEARCH METHODOLOGY

- Purpose: To analyze the impact of NCC studies on Youth
- Sampling Technique: Survey
- Sample size: 120
- Population: All individuals of NCC.
- Description: Study has been done to whether to make NCC compulsory part of the curriculum. Identified 25 soft skills which NCC helps its cadets to improve upon.

### 7 RESEARCH DESIGN

Out of 50 world-wide soft-skills. Identified 25 soft-skills which are necessary to build student to face real challenges which come across when they enter in real world after receiving graduation degree.

Those are

- Communication Skills
- Group Discussion
- Etiquette and Manners
- Cooperation and team skills
- Adaptability
- Flexibility
- Responsibility
- Reliability
- Integrity
- Work ethics
- Punctuality
- Interpersonal skills
- Motivational skills
- Creative thinking skills
- Problem solving ability
- Public Relation
- Willingness to learn
- Time Management
- Listening skills
- Initiative

- Leadership skills
- Decision Making
- Personal Hygiene
- Intellectual Ability
- Ability to meet deadlines

NCC Teacher evaluated and graded each NCC Cadet on the basis of these soft-skills in three grading levels Excellent, Good and Average.

### 8 RESEARCH DESIGN

Here, we state some final measures after comparing overall results

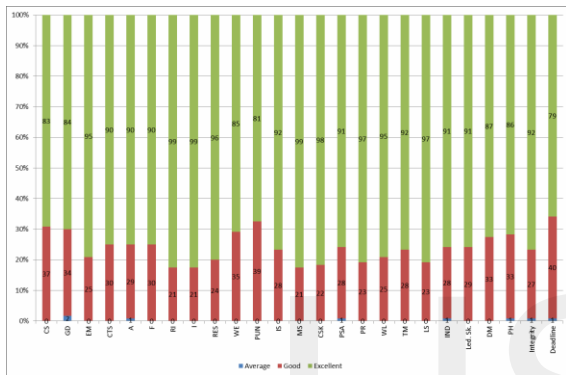


Fig. 1

Fig. 1 shows the overall percentage of soft-skills observed in the students

Analysis:

Sample size = 120

Sample average = 0.761008403

Test was to accept Null Hypothesis if Z-value > -1.645 @ 95% level of confidence

Where Z-value =  $(P - P_o) / \sqrt{P_o(1-P_o)/n}$

Answer:

Z-value = -1.067828852

Z-table = -1.645

Since Z-value > Z-table, we accept the Null hypothesis i. e. NCC helps its cadets to be excellent in at least 80% of the chosen Soft-skills.

### 9 CONCLUSION

The institutional training of national cadet corps helped today's youth to become confident, committed and competent leaders in all walks of life. The training enhances the awareness level of cadets for being responsible human beings. The training provides opportunities and motivates cadets to enhance their knowledge, awareness levels on life and soft communication skills, character building & personality development. The adventure activities develop leadership qualities and risk taking abilities. Over the years, the NCC has emerged as one of India's premier institutions

for imparting systematic training to youth. The training covers a wide spectrum ranging from soft skills to military activities. It also necessitates an innovative and dynamic approach to training.

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