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Refinement of Life skills in the 'new normal'- The Silver Lining of Pandemic Time

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Abstract:

The upcoming generation of employees needs to build up their skills in a variety of areas, including decision-making skills, problem-solving skills, creative thinking, interpersonal skills, self-awareness, and empathy, but also skills in dealing with emotions.

Keywords: Life skills, Pandemic, problem solving, empathy, critical thinking, emotional intelligence, leadership

Introduction:

The upcoming generation of employees needs to build up their skills in a variety of areas, including decision-making skills, problem-solving skills, creative thinking, interpersonal skills, self-awareness, and empathy, along with skill in dealing with emotions.

Business organizations not only expect their employees to be academic achievers, but also be good team players and problem solvers too. The younger task force need to have the ability to manage conflict, handle crisis, along with owning competitive spirit and entrepreneurial spirit, and leadership skills.

COVID-19 is currently taking its toll around the world, but its long-term effects are still uncertain. The young people will be affected the most negatively. There are number of things that need to be considered to set oneself for success in the new normal, whether you're currently pursuing a degree or hunting for a job. With new job opportunities emerging, you need to be aware of how to earn your place in the competitive job market? A Deloitte Access Economics report states that "two-

thirds of all jobs by 2030 will be soft-skill-intensive, so you ought to prepare yourself accordingly." Hence the writer intends to summarize the life skills that would be the prerequisite for the future and present employees in the post pandemic world. The skills are as follows:

1. Leadership:

Having good leadership skills is not confined to managing others or supervising them. People from all types of roles and levels can demonstrate good leadership. It is important to communicate your vision and strategy while encouraging others and acknowledging feedback from superiors and colleagues, especially during this challenging time. It's also important to be honest and accountable to yourself. M.S. Rao has very well said that, "Managerial leadership fills the existing gaps and vacuum by developing strong management and leadership skills among the professionals so that they can face the challenges squarely with confidence and mettle in the high-tech world."

2. Flexibility and adaptability:

"Being highly responsive and adapting to changes becomes the key aspect." Being flexible and adaptable has been a lesson we all learned over the past few months. Nonetheless, it's an indispensable skill that every employer will search for in his/her employees. As the number of employees working from home rises in all industries, it's likely this method of working will continue to shape business operations long after the pandemic has passed.

Previously, flexibility in the workplace was associated with geographical mobility, but today, it is characterized by a flexible mindset, an ability to work well under pressure, the ability to adjust to new and unexpected deadlines, prioritizing tasks, and, in some instances, taking on more responsibilities.

3. Critical thinking

"Having 'complex problem-solving skills' is all about being able to solve problems in a landscape that's changing at rapid speed and getting more complex by the time that is lapsed!" Study findings published by the Society for Human Resource Management (SHRM) suggest employers are most concerned about candidates' problem-solving and critical thinking skills. Critical Thinking is a skill about how you logically analyze the things and provide evidence for your ideas. A good critical thinker knows how to separate facts from opinions; how to examine an issue from all sides; how to make rational inferences; and how to withhold personal judgment or biases. To make informed decisions, our ability to think clearly and rationally is crucial. Having a solid grasp of cross-cultural ideals and critical thinking is essential to succeeding in the field of international relations.

4. Techno savvy:

Before the advent of pandemic, companies around the world were experiencing a growing digital skills gap. A stunning 82 percent of job vacancies now call for some level of digital

proficiency. Nonetheless, the pandemic has accelerated the need for businesses to align their skills with today's vast array of technologies and platforms. The emergence of Fourth Industrial Revolution expects the working task force to realize and adopt technology as an important investment. Having a working knowledge of data literacy, computer programming, big data, the Cloud, artificial intelligence (AI), and more can set your profile apart from the rest.

5. Communication and emotional intelligence:

"People management skills include effective communication skill, leadership skills, ability to delegate, ability to motivate, and also the ability to give feedback in an effective way. It also involves managing the smart workplace."

Every job role requires a connection and understanding with people, hence communication and social intelligence go hand-in-hand. According to Peter Salovey and John Mayer Emotional intelligence, is "the ability to monitor one's own and other people's emotions, to discriminate between different emotions and label them appropriately, and to use emotional information to guide thinking and behavior." Empathy for others' emotions and behaviors is crucial especially when people are feeling uneasy, and being aware of them is one way you display emotional intelligence. In this regard, having good communication skills is also critical. As more of us work remotely, clear communication within emails and at virtual meetings is vital in building trust and retaining high productivity levels.

6. Creativity and innovation:

The advent of high-tech machines and digital technologies have dominated analytics and business operations, but human beings still possess the ability to think outside the box. Creative thinking is not only essential in creative professions - it is essential in all sectors and industries. In the coming years, the business landscape will have to adapt and evolve rapidly to stay competitive. For instance, a person aspiring to work in a business environment need to have a creative perspective to pilot the business through challenges and opportunities.

Conclusion:

Since the outbreak of Covid-19, organizations have reevaluated almost all strategies and policies created before the pandemic. Several multinational companies have made major changes to their policies regarding work from home. As a result of the pandemic, organizations have become more focused on looking for teams with flexible problem solvers who can think creatively and manage crises. Regardless of an employee's position, organizations are seeking employees, who are emotionally competent enough to handle the crisis situation, managing each other's emotions and think out of the box, being adaptable and flexible to the changed working environment by adapting digitalization. These are fundamental skills that companies can refer to as "no-regret" investments.

LinkedIn’s 2020 Workplace Learning Report cites that 57 percent of talent developers will focus on leadership and management skills, 42 percent on creative problem solving and design thinking skills and, 40 percent on communication skills.

It is high time for the companies to act as a helping aid to their workforce to reskill themselves with the new skills and to get accustomed to the new normal and be competent enough to contribute to the organizational success.

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