



Personal Development or Self-Development in Building Employability Skills

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Abstract:

This is so because of the more competitive character of the worldwide job market, which emphasises more on acquiring marketable traits by means of capacity building and personal development. This is thus still true. This study may aim to find the link between personal initiative and the development of abilities including communication, critical thinking, adaptability, emotional intelligence, professional ethics, and so on. The main objective of this study is to identify which kinds of personal initiative influence the evolution of these highly sought-after talents, which are very important for numerous sectors. Independent research, goal-oriented planning, time management, and personal growth. From the perspective of work preparedness and professional progress, personal development encompasses many different interests. Should it include every enhancement, it may be more suited to handle the responsibilities related to the field of work. Those who aspire to climb the corporate ladder should, according to researchers, commit themselves to lifelong learning and personal improvement. In order to achieve this objective in a more straightforward manner, it would be beneficial to investigate new patterns and review relevant studies from the past. The findings of this study highlight the importance of educational institutions and companies establishing settings that encourage self-development. This is because self-development is an essential component of job preparation and ensures a workforce that can be maintained over time. In order to bring attention to this particular problem, the findings of this study are helpful.

1. Introduction

The need for workers who pick up new skills rapidly has grown sharply. This need results from the dynamic character of the worldwide workforce in recent years. Among the desirable employability qualities, communication, problem-solving, teamwork, adaptability, and emotional intelligence rate highly. Companies in many different sectors are looking for applicants who can highlight their abilities beyond degrees. This shift has resulted in the concept of self-development—also referred to as

personal development—becoming somewhat well-known as a key approach for enhancing important abilities. Personal development may be defined as the process by which individuals pick and refine abilities that can help them in both personal and occupational spheres. Going through this process helps people to embrace personal accountability for their own development. Every individual has to be in responsibility of their own personal growth. Being able to engage in lifelong learning and self-directed growth helps one determine their degree of professional success (Bradley & Devadason, 2020).

This is so because changes in the market and technological developments lead to ongoing redefining of employment needs. Personal development calls for perseverance, self-motivation, introspection, goal-setting. Conversely, formal education usually has a more ordered course. More and more people are realising how important these elements are in getting people ready to meet the different and changing demands of companies. This is happening when companies are continuously changing their expectations. Personal development strategies are becoming increasingly important for both work training courses and educational systems. Companies and colleges are also beginning to understand the value of these strategies. This study aims to explore the link between personal development and the acquisition of marketable abilities so as to better grasp how self-motivated growth efforts could link theoretical knowledge with practical competence in the workplace. Another aim of this study is to determine how programs for self-directed development could close the discrepancy. This study adds to our increasing corpus of information on the ways in which people could increase their employability by means of intentional and constant self-development. Reviewing present research and their practical relevance helps one to reach this (Breen, 2021).

2. Background of the Study

The idea of employability spans a significantly wider spectrum of skills and knowledge in the fast-paced and competitive professional environment of today than only academic credentials or technological expertise. This is so as employability is a more all-encompassable idea. In the present work environment, which is still under development, one is appreciating more and more the capacity of a person to show initiative, emotional intelligence, flexibility, and a strong feeling of personal development. Usually acquired by means of personal or self-development initiatives, these traits have progressively become indispensable elements in the process of assessing a person's suitability for a career and their success over an extended period of time. Improving one's own talents, habits, and attitude is one of the most significant components of personal development—a process that is both deliberate and continuous (Braddock & McPartland, 2022). Experiences in the classroom, internships, voluntary work, or simply daily life problems help one develop these abilities. Though it is well known that companies value these qualities highly in the field, formal education nearly never covers training on these traits. It is clearer that the need of self-improvement in the process of developing employable skills has grown more

important as the needs of many different fields keep changing rapidly. The concept of what it means to be employable has changed with the growth in digital technology, automation, and remote work schedules. This is so resulting from the nature of the task being done. Since conventional employment are either replaced or abolished, it is becoming more and more crucial to have the abilities of being able to study on one's own, to adapt fast, and to show a growth-oriented attitude. In this context, people who dedicate time to become aware of their strengths, focus on overcoming their shortcomings, and learn pertinent life and professional skills usually find themselves in a better position to grab fresh opportunities and manage changes with confidence. Moreover, the search of professional objectives is not the only process of personal development; other elements also contribute to it. It is intrinsically related to one's identity, feeling of self-worth, and the motivation for living one's life. Those that really engage in self-reflection and self-improvement usually find that their choices about their employment are more directly related with their ideals. This clarity not only raises the chances of being recruited but also helps to choose a more exciting and sustainable career route. The emphasis that has been placed on personal development across a wide range of companies and communities has resulted in a wealth of learning opportunities, coaching programs, and experiential education methods. These approaches help people to become able to take charge of their own path of development (Eurostat & Euro, 2022). The most crucial element that usually makes a difference in very competitive employment markets is the well-rounded character developed by deliberate self-development techniques. Technical knowledge is still very valuable, but personal development leads to the development of a well-rounded character. A more complete grasp of what it actually means to be job-ready in this day and age is desperately needed given the increased awareness of personal development as the basis for employability. This is so because employment is becoming ever more crucial. Finding work is simply one thing that matters; another is developing into the type of person who can flourish, lead, and adjust in a society continually changing (Elliott & Sims, 2021).

3. Purpose of the Research

The purpose of this study is to investigate how employability capacity develops in people getting ready for the job in relation with communication skills. The study can especially focus on pregnant women approaching the moment when they may

begin delivering birth. This study is to investigate the ways in which good communication skills—verbal, non-verbal, and written—help to develop significant professional talents like leadership, problem-solving, adaptability, and collaboration. This can open the path for research looking at how these essential professional abilities are developed. This study is to provide light on present educational systems, training programs, and legal frameworks thus better preparing graduates for the modern labour market and increasing their employability. The focus of the research can be this relationship, so by looking at it may get this understanding.

4. Literature Review

Personal development, often known as self-improvement, depends on one becoming better in their marketable talents. Should this be done, people can be more ready to land jobs. Promoting an attitude of proactive professional growth, openness to new ideas, and a hunger of information can help one to reach this aim. It includes many different kinds of activities from various spheres of life, and they all have one thing in common: they all seek to raise people's knowledge, sense of self, capacity, and quality of living. Furthermore, every one of these activities significantly prepares someone for their future in their field of work. Programs for personal development should concentrate on enhancing graduates' employability by means of better communication, problem-solving, and self-management techniques (Granovetter, 2020). Learning these abilities helps graduates to raise their employability. One can reach these objectives by participating in self-improvement training and education campaigns. Furthermore, the first stage in gaining employability qualities is learning one's own talents. They argue this is true because programs for self-development seek to promote abilities like self-awareness and reflective practice, which are valued in changing labour markets. Many companies include soft skills, emotional intelligence, and a commitment to lifelong learning as absolutely essential components of worker competency. Being competitive as a worker requires all of these characteristics. Increased professional and academic performance has been linked to personal development planning (PDP) and like initiatives in higher education. The abbreviation "PDP" stands for "personal development planning plan," and it supports the belief that consistent efforts at improving oneself are required to fulfil the demands of the academic pursuits as well as the job. Thus, personal development is a tool for both deliberate creation of a more employable and resilient workforce and for personal development itself. This

is justified by the several benefits personal development offers (Gough, 2020).

5. Research Questions

What is the most impactful methods of improving communication skills to meet employability skills standards in different industries?

6. Methodology

6.1 Research Design

The quantitative and quantitative data analysis was performed with SPSS version 25. The odds ratio and 95% confidence interval were used to determine the degree and direction of the statistical association. The researchers established a statistically significant criteria at $p < 0.05$. A descriptive analysis was conducted to identify the main features of the data. Mixed methods are often used to assess data acquired via surveys, polls, and questionnaires, together with data refined by computing tools for statistical analysis.

6.2 Sampling:

Research participants completed questionnaires to provide information for the study. Utilizing the Rao-software, researchers ascertained a study population 830 people in the research population, so researchers sent out 930 questionnaires. The researchers got 900 back, and they excluded 20 due to incompleteness, so researchers ended up with a sample size of 880.

6.3 Data and Measurement:

A questionnaire survey served as the principal tool for data gathering in the study. The survey had two sections: (A) General demographic information and (B) Responses on online and offline channel variables assessed using a 5-point Likert scale. Secondary data was obtained from many sources, mostly on internet databases.

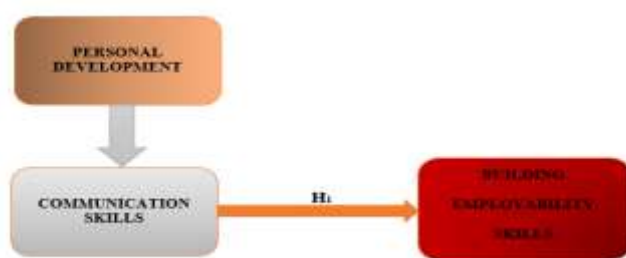
6.4 Statistical Software:

The statistical analysis was conducted using SPSS 25 and MS-Excel.

6.5 Statistical Tools:

To grasp the fundamental character of the data, descriptive analysis was used. The researcher is required to analyse the data using ANOVA.

7. Conceptual Framework



8. Result

Factor Analysis: Factor Analysis (FA) is commonly used to confirm the presence of latent components in observable data. In cases when there are no readily apparent visual or diagnostic indicators, it is usual practice to generate evaluations using regression coefficients. Achieving success in FA requires models. The goals of the modelling process include discovering errors, intrusions, and apparent networks. Datasets generated by multiple regression analyses can be evaluated using the Kaiser-Meyer-Olkin (KMO) Test. A representative model and set of variables are checked for by them. There appears to be data duplication based on the numbers. The data becomes more comprehensible with smaller proportions. The result of running KMO is a number between 0 and 1. A sufficient sample size is defined as a KMO value between 0.8 and 1. According to Kaiser, these are the acceptable limits: Kaiser has established the following standards for acceptance. The range is a dismal 0.050 to 0.059, well below the 60–069 norm.

Grades in the middle often range from 0.70 to 0.79. Having a quality point score between 0.80 and 0.89. They are astounded at the interval from 0.90 to 1.00. Examination of KMO and Bartlett's Sampling Adequacy (Table1) Assessed using the Kaiser-Meyer-Olkin.870 metric.

This is what Bartlett's sphericity test came up with: about 190 degrees of freedom, chi-square, sig.=.000. This proves that claims made only for sampling are legitimate. Researchers utilised Bartlett's Test of Sphericity to verify that the correlation matrices were relevant. A result of 0.930 is considered satisfactory by Kaiser-Meyer-Olkin. According to Bartlett's sphericity test, the p-value is 0.00. If the correlation matrix does not pass Bartlett's sphericity test, then it is not an identity matrix.

Table: KMO and Bartlett's Test

KMO and Bartlett's Test		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.870
Bartlett's Test of Sphericity	Approx. Chi-Square	3252.968
	df	190
	Sig.	.000

This substantiates that assertions on the execution of a sample are valid. Researchers used Bartlett's Test of Sphericity to evaluate the importance of the correlation matrices. The Kaiser-Meyer-Olkin metric deems the sample satisfactory when the value is 0.870. The p-value obtained from Bartlett's sphericity test is 0.00. The statistically significant findings of Bartlett's sphericity test indicate that the correlation matrix differs from an identity matrix.

Independent Variable

Personal Development

Studies employability use personal development as the independent variable, therefore they affect the maturation of fundamental abilities needed by companies. This is so since one's capacity to pick up fresh talents at work depends on their development in their personal lives. Among the several traits one deliberately seeks for and works on are those of communication, time management, self-awareness, emotional intelligence, and adaptability. Possession of these qualities can help one to be much more efficient and job ready (Pool, & Sewell, 2021). In their analysis of graduate employability note that soft skill development depends much on personal growth. They also assert that the employability of graduates depends critically on personal growth. More than that, self-managed development activities equip individuals to fulfil the changing needs of the employment market. This accentuates what was already expressed. This emphasises the need of personal development as a basic component in determining employment performance (Yorke & Knight, 2024).

Factor

Communication Skills

A person's degree of communication determines directly their capacity to create relationships, accurately express their ideas, and operate in a team; so, it is a crucial component of personal development generally. The ability of the person directly depends

on their communication abilities. One needs to be very good in both verbal and nonverbal communication if one is to succeed in their field. Further employability qualities improved by these skills are capacity to assume leadership, to interact effectively with people, and to settle disputes. Corporations always give candidates' communication abilities top priority when deciding if they fit a job. Having good communication abilities not only helps one improve personally but also significantly influences their chances for career development generally and their professional success (Clarke, 2021).

Dependent Variable

Building Employability Skills

Demand for certain skills in the employment market is the outcome of a confluence of elements, including personal development activities fostering flexibility, communication, and self-awareness. It refers to these elements as the dependent variable in situations when they are supposed to influence the acquisition of marketable abilities. Participating in these activities helps one to build certain competences, which are the outcome of their engagement. One must acquire these skills if one wants to satisfy the dynamic requirements of the workforce of today. Possessing this is absolutely required. Employers in the competitive job market of today search for applicants with a combination of technical knowledge and the type of soft skills that would benefit them all through their careers. This must be true if one is eligible for a job. Companies in addition to their academic qualifications more and more. Part of this interest is in social interaction and effective communication skills. Companies are seeking young graduates with a range of soft abilities. This example emphasises how important personal development activities are for improving employability outcomes in many different professional environments. The conditions call for this kind of action (Tomlinson & Anderson, 2021).

The relationship between Communication Skills and Building Employability Skills.

One's employability is directly tied to their capacity to communicate; the two go hand in hand. This connection keeps these two items together. Among the several employability qualities depending on good communication skills are adaptability, problem-solving, leadership, and teamwork. Communication consists in vocal, nonverbal, and written forms as well. Strong communicators are more likely to be a good match in terms of

cooperation, unambiguous expression, and formal context suitable response. Among the most sought-after skills by companies after college graduates join the workforce are communication ones. Communication skills are quite important when assessing an applicant's fit for a job and their chances for professional development. Thus, one's employability in many various kinds of employment increases mostly from improving their communication skills (Finch et al., 2023).

On the basis of the above discussion, the researcher formulated the following hypothesis, which was analysed between Communication Skills and Building Employability Skills.

“H₀₁: There is no significant relationship between Communication Skills and Building Employability Skills.”

“H₁: There is a significant relationship between Communication Skills and Building Employability Skills.”

Table 2: H₁ ANOVA Test

ANOVA					
Sum					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	39588.620	367	9652.517	1155.575	.000
Within Groups	492.770	512	8.353		
Total	40081.390	879			

In this study, the result is significant. The value of F is 1155.575, which reaches significance with a p-value of .000 (which is less than the .05 alpha level). This signifies the “H₁: There is a significant relationship between Communication Skills and Building Employability Skills” is accepted and the null hypothesis is rejected.”

8. Discussion

In the competitive employment market of today, when companies prioritise interpersonal and cognitive traits more than technical ability, developing marketable skills is a big issue. A lot of studies and employer comments indicate that developing one's verbal, nonverbal, and written communication skills is now absolutely crucial for increasing one's employability. Higher degrees of other marketable talents—including cooperation, leadership, flexibility, and problem-solving capacity—were linked, researchers discovered, to improved communication skills. Indicators of a person's communication abilities include their capacity to clearly communicate themselves, interact

well with others, and react suitably to issues that arise on the job. Success in any sector or degree of employment depends on these abilities as they directly affect workers' production and chances for career development. Beyond this, communication serves as a means of transmitting and improving other abilities. For example, leadership demands for both the capacity to inspire subordinates with persuasive arguments and decision-making abilities. Likewise, without honest, intelligent, and effective communication among its members, a team cannot prosper. The findings of the study support those of other studies confirming that every job candidate must possess excellent communication as a necessary quality. Masters of these skills can be more suited to meet the social pressures of the working environment. Globalisation and fast technical innovations have expanded the spectrum and complexity of communication interactions in the workplace, so this relationship is increasingly crucial in the modern day. Another crucial ability for the employment market is adaptability; good communication helps one to develop this ability. This is justified by workers' expected handling of job transitions and working with varied teams. The findings of the study also reveal how much students' capacity for effective communication depends on their schools and training courses. Important in offering necessary practice environments are organised interventions like presentations, group projects, and writing assignments. Sometimes, nevertheless, classroom education does not match employers' expectations, suggesting that course materials should be more closely matched with demands for real-world communication. Finally, these realisations have significant ramifications for daily use and policymaking. The development of communication skills inside the context of employability techniques might help both the career prospects and the workforce efficiency. Therefore, several stakeholders—including companies, educational institutions, and legislators—have to work together to identify comprehensive strategies that include communication development into more general skill-building projects.

9. Conclusion

This study emphasises in the framework of increasing employability the need of communication skills. Success in any profession is mostly dependent on good communication, but in the business especially since it promotes flexibility, cooperation, and problem-solving. The results show that rather than being independent of other crucial employability traits like leadership and teamwork,

communication skills are interconnected. Therefore, both present and future success in the job depend on establishing great communication abilities. Furthermore, the study underlines the need of training individuals how to communicate properly as part of official education and vocational programs in order to be better ready for the demands of the employment market. Harmonising academic and professional standards can help to guarantee that graduates have all the skills companies want. Teachers, legislators, and corporate leaders have an obligation to develop communication abilities inside a more employable perspective. This is true as doing this benefits companies as well as people.

Author Statements:

- **Ethical approval:** The conducted research is not related to either human or animal use.
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