



Role Of Personality Development Programs In Enhancing Employability Of Youth: An Empirical Study

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Abstract

Personality development programs are critical for improving adolescent employability because they give them the skills and characteristics that employers value in today's competitive labor market. This essay addresses the numerous factors that affect personality development programs' success as well as the effect they have on young people's employability. According to the survey, personality development programs put an emphasis on enhancing people's leadership, problem-solving skills, teamwork, and business etiquette. With the help of these programs, young people may recognize their talents and use them effectively while also addressing areas for development. Furthermore, personality development programs encourage a positive outlook, confidence, and resilience in the face of difficulties, improving people's employability. Candidates with well-rounded personalities and diversified skill sets are valued by employers more and more. Youth who take part in personality development programs gain crucial soft skills that are highly valued in the job in addition to technical talents. Additionally enhancing prospects for employment are the networking opportunities, mentorship, and exposure to business leaders provided by these programs. Finally, personality development programs help kids become more employable by developing their talents, enhancing their confidence, and encouraging personal development. These programs, which place equal emphasis on technical and soft skills, give participants the tools they need to succeed in today's competitive labor market.

Keywords: Employment, Youth, Personality, Development programs, Skills.

Introduction:

Technical expertise and academic credentials alone frequently are insufficient in today's competitive job market to land a promising profession. Candidates with well-rounded personalities, strong communication skills, and the capacity to adapt to and succeed in changing work contexts are in high demand from employers. This insight has led to an understanding of the critical role personality development programs play in improving young people's employability. These programs are designed to provide participants with the skills and qualities they need to succeed both personally and professionally. Such programs enable young people to stand out in a congested job market and land their chosen positions by focusing on self-awareness, interpersonal skills, leadership traits, and overall personality enhancement.

Self-awareness is emphasized in personality development programs as a fundamental component. They help people get a deeper awareness of themselves by encouraging them to recognize their strengths, limitations, hobbies, and values. Participants can gain a thorough understanding of their own personalities, interests, and objectives through a variety of evaluations, exercises, and reflections. The ability to match one's professional goals with their personality attributes helps people make better career decisions and ensures long-term pleasure in their chosen industry.

The development of good communication skills is emphasized in personality development programs since they are crucial in the job. These courses offer instruction in topics including effective listening, public speaking, presentation skills, and verbal and nonverbal communication. Youth who develop these skills are better able to communicate their ideas, work together with peers, and establish trusting bonds with clients and superiors. Effective communication abilities also help people adjust to various work contexts and promote a positive, harmonious environment.

Leadership skills are highly regarded in the workplace; thus, personality development programs work to enhance these in young people. These courses offer advice on decision-making, team management, conflict resolution, and leadership styles. Youth who practice leadership skills are better able to take charge, motivate others, and effect change within their organizations. These characteristics not only promote their employability but also create opportunities for job progression and bigger obligations.

A key component of personality development programs is the improvement of a person's entire personality. Critical soft skills including time management, problem-solving, flexibility, and emotional intelligence are the main goals of these programs. Youth are taught time management skills, task prioritization techniques, and stress management techniques, all of which are essential in today's fast-paced workplace. People with problem-solving abilities may analyze complex problems, exercise critical thought, and offer novel answers. Additionally, developing emotional intelligence aids individuals in understanding and controlling their own emotions as well as those of others, improving interpersonal interactions and teamwork.

In conclusion, personality development programs are essential for improving young people's employability. These programs enable young people to stand out in the job market by increasing self-awareness, acquiring effective communication skills, developing leadership traits, and enhancing general personality. They may land satisfying jobs and succeed in their chosen industries because they have a well-rounded personality in addition to their technical talents. Personality development programs offer a helpful framework for young people to develop the qualities necessary to succeed in their professional lives as the demands of the labor market continue to change.

Literature Review:

Youth employment prospects heavily depend on personality development. Personality development programs attempt to improve a person's communication, self-assurance,

leadership, and teamwork skills, among other personality traits. This review of the literature looks at research on how personality development programs can increase young people's employability.

According to **Holland's (1997)** hypothesis, people have specific personality types that correspond to different work contexts. The basis for understanding how personality development programs can influence career decisions and improve employability is provided by this idea.

Personality development programs are created to foster vital abilities and characteristics that are highly valued in the job market. They seek to close the skills gap between formal education and what businesses need. **Nidhi K. Dangwal (2012)** asserts that personality development programs greatly improve youths' employability by teaching them social and professional skills.

A study on the effect of a personality development program on college students' employability abilities was done by **Richards and Hackett (2012)**. The results showed that after taking part in the program, students' communication, leadership, and cooperation skills significantly improved.

Successful professional development requires effective communication abilities. According to a study by **Pratima Solanki and Ritu Dangwal (2014)**, personality development programs considerably improve youths' communication abilities, which has a beneficial impact on their employability. People can become more competitive in the job market if they have the capacity to communicate their thoughts clearly, listen intently, and have productive conversations.

Employers place a high value on these qualities. **Amita Verma and Dharmendra Mehta's (2016)** research found that personality development programs help young people improve their self-esteem and create self-confidence. People with more confidence may be better equipped to handle obstacles at work and assume leadership positions.

Employers place a high value on people with these qualities. In a study, **Amruta S. Pawar (2013)** investigated how personality development programs affected leadership and teamwork abilities. According to the research, these programs encouraged effective teamwork and the growth of leadership skills, increasing young people's employability.

The ability to manage one's emotions is a crucial component of employability. **Ritu Sharma and Deepti Sharma's (2015)** research found that personality development programs helped young people's emotional quotient. A person's ability to manage stress, settle disputes, and form wholesome relationships—skills that are important in the workplace—can be improved.

Blair, et al. (2013) looked at the connection between personality factors and employment. They discovered that personality qualities including extraversion, scrupulosity, and emotional stability greatly influence a person's employment. This study

emphasizes the value of personality development programs in helping young people develop these qualities.

In order to determine how personality development programs, affect undergraduate students' employability, **Holland and Zakeri (2010)** conducted a study. According to their findings, taking part in such programs enhances students' self-assurance, communication abilities, and overall employability. This study emphasizes how personality development courses might help kids be more prepared for the workforce.

Ali and Noroozi (2014) looked studied the effect of soft skill development, such as communication, teamwork, and leadership skills, on university graduates' employment. The study showed that personality development programs emphasizing the improvement of soft skills had a significant impact on young people's employability. These results underline how crucial it is to include soft skill development in personality development programs.

In order to better understand how employers, view the contribution that personality development programs make to graduates' employability, **Anderson and Phelps (2015)** conducted a survey. Employers prioritize applicants with developed personalities and employability abilities and view them as more desirable for the job market, the study found. The importance of personality development programs from an employer's standpoint is emphasized in this study.

The impact of personality development programs in vocational education contexts was examined by **McGuire and O'Donoghue (2016)**. Their research emphasized the beneficial effects of these programs on students' self-esteem, employability skills, and confidence. The study sheds light on how personality development courses in career training could raise young people's employability.

Objectives of the study:

To find the role of personality development programs in enhancing employability of youth

Research Methodology:

This study nature is empirical. 190 respondents were approached to give their view on the role of personality development programs in enhancing employability of youth. The data was analysed through frequency distribution and data was presented with the help of pie charts.

Data Analysis and Interpretation:

Table 1 Effective Listening

Particulars	Agree	Disagree	Can't Say	Total
Respondents	167	15	8	190
% age	88.0	8.0	4.0	100

Table 1 represents the statement **effective listening** and 88.0% respondents admit with this statement.

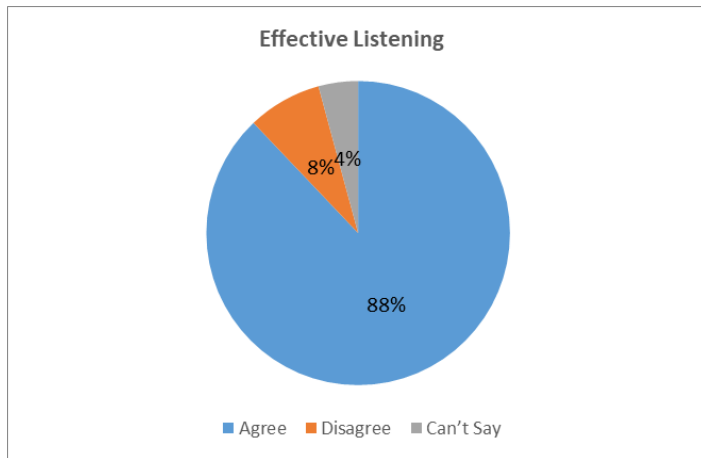


Figure 1 Effective Listening

Table 2 Public Speaking

Particulars	Agree	Disagree	Can't Say	Total
Respondents	173	11	6	190
% age	91.0	6.0	3.0	100

Table 2 represents the statement **public speaking** and 91.0% respondents admit with this statement.

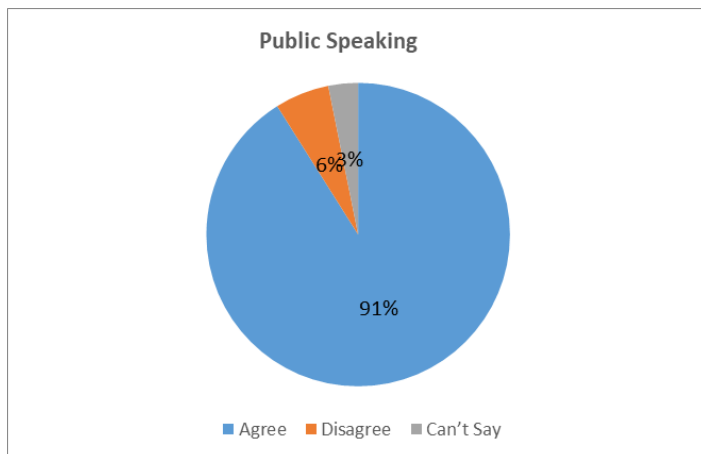


Figure 2 Public Speaking

Table 3 Presentation Skills

Particulars	Agree	Disagree	Can't Say	Total
Respondents	163	18	9	190
% age	86.0	9.0	5.0	100

Table 3 represents the statement **presentation skills** and 86.0% respondents admit with this statement.

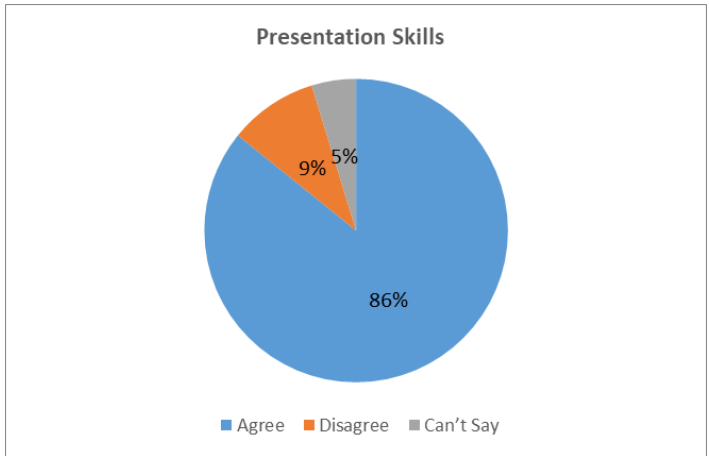


Figure 3 Presentation Skills

Table 4 Verbal and Non-verbal Communication

Particulars	Agree	Disagree	Can't Say	Total
Respondents	177	9	4	190
% age	93.0	5.0	2.0	100

Table 4 represents the statement **verbal and non-verbal Communication** and 93.0% respondents admit with this statement.

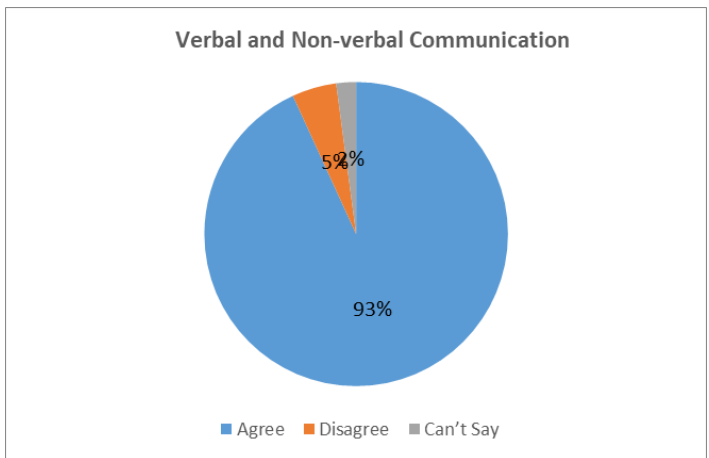


Figure 4 Verbal and Non-verbal Communication

Table 5 Self Awareness

Particulars	Agree	Disagree	Can't Say	Total
Respondents	161	22	7	190
% age	85.0	11.0	4.0	100

Table 5 represents the statement **self-awareness** and 85.0% respondents admit with this statement. Considering all the responses of the statements, it was found that to a good

percentage, the respondents have agreed that above mentioned statements are developed with the help of personality development programs.

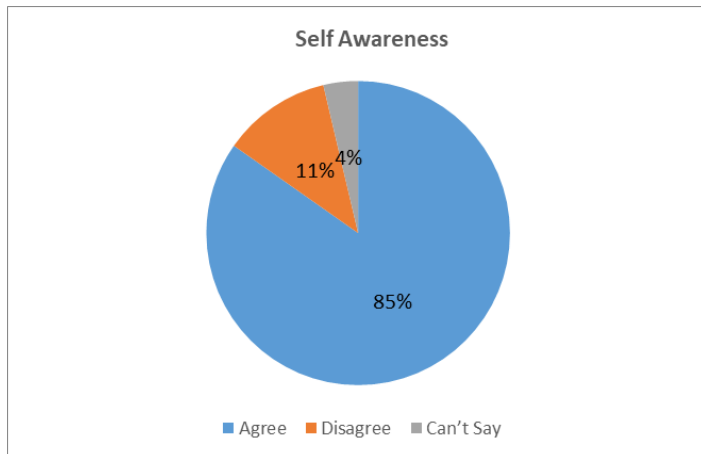


Figure 5 Self Awareness

Conclusion:

In conclusion, personality development programs are essential for improving young people's employability in the cutthroat job market of today. These programs offer priceless chances for personal development, skill improvement, and self-awareness, empowering people to express themselves professionally and flourish. First, self-confidence and communication skills are fostered by personality development programs, both of which are crucial for employment. These programs enable people to express themselves clearly and assertively by teaching public speaking, interpersonal communication, and presentation skills. Due to their improved communication skills, they are better able to network effectively, collaborate successfully, and establish solid professional ties. Second, these programs place a strong emphasis on the acquisition of vital soft skills. Attributes like adaptability, teamwork, problem-solving, and leadership are valued by employers today. Personality development programs put a strong emphasis on developing these abilities through diverse exercises like simulations, team projects, and group debates. Youth develop into well-rounded professionals capable of addressing the demands of the constantly changing labor market by acquiring and honing these abilities. Programs for personality development also improve emotional intelligence and self-awareness. People can better understand their strengths, shortcomings, and emotions through exercises like personality tests, self-reflection exercises, and emotional intelligence training. They can effectively control their emotions, deal with problems at work, and adjust to various work contexts because of their self-awareness. They can also find areas for improvement and take the initiative to advance their career and personal development. Finally, these initiatives support people's all-around growth. They emphasize not only technical expertise but also good manners, etiquette, and business ethics. Personality development programs make sure that young people have the mindset and values necessary for career success by imparting a feeling of professionalism and honesty. In conclusion, personality development programs help to improve young

people's employability. These programs enable people to stand out in the job market, land job chances, and succeed in their chosen industries by giving them the soft skills, self-awareness, and professional mindset they need. Personality development programs are essential in determining the future of our workforce at a time when employers respect both interpersonal skills and technical ability.

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