

Integrating Indian Mythology in Contemporary Soft Skills Training Programme to Enhance Employee Competence

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Abstract: *This paper tries to explore the integration of Indian myth and mythology into contemporary Soft Skills Training programs with the objective of enhancing employee effectiveness. Indian tradition and mythology, celebrated for its ironic narratives and ageless wisdom, proposes a unique framework to convey dynamic skills such as communication, time management, leadership and emotional intelligence in a culturally reverberating manner. Focusing on the prevailing literature and experiential evidence, this paper investigates the possible benefits and challenges linked with integrating cultural rudiments into organizational development strategies. The basic findings here highlight the transformative possibility and potential of myth-based training in cultivating and defining more engaged, promising and ethics driven skilled taskforce capable of piloting the intricacies and navigating the criticalities of the present-day business environment efficiently and effectively. This research tries to contribute constructively to the developing discourse on innovative and novel pedagogical approaches to develop soft skills training, promoting and advocating for the inclusion of assorted cultural perceptions to enhance learning outcomes and nurture a more all-encompassing organizational culture.*

Keywords: Employee Competence, Indian Mythology, Soft Skills, Training Programme

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Introduction

In the current workplace environment, soft skills are becoming a more and more important category of skill development programs for reaching professional success. A wide range of competencies, such as teamwork, effective communication, flexibility, emotional intelligence, leadership, and time management proficiency, are included in the category of soft skills. Unlike technical proficiencies, which are quantifiable and can be taught measured and evaluated with comparative clarity, soft skills on the other hand are intrinsically nuanced, influenced by individual interaction, collaborative, and dynamic encapsulating the varied humane attributes and life skills required to be displayed within organizational settings with very thin or almost overlapping boundaries; sometimes making it very difficult for distinction and compartmentalization.

Conventional approaches to Soft Skills Training characteristically emphasizes on the standardized methodologies and practices that very often overlooks the varied cultural backgrounds, upbringing and individual learning preferences of the workforces. Such commonplace and generic tactics may fail to resonate profoundly with the employees, thereby restricting the efficiency of initiatives taken for training in translating the attained skills into perceptible workplace outcomes and behaviours. To respond to these challenges, there is an urgent need and an increasing recognition to revolutionize, diversify and expand the varied training methodologies to successfully meet the developing requirements of the multicultural professionals.

The combination of cultural elements, such as Indian mythology, folklore and epics into program curricula may enhance the effectiveness of soft skills training. Throughout Indian mythology, enduring principles of human behaviour, ethical dilemmas, and leadership insights are embodied within ancient stories, parables, and philosophical teachings and these chronicles are not merely tales of superhuman, gods or superheroes but are permeated with profound and ethical lessons, deep rooted philosophy and universal truths that have designed the cultural ethos of Indian society for epochs.