



DEVELOPMENT OF INTERPERSONAL COMPETENCES BY QUALITATIVE RESEARCH METHODS

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ABSTRACT

Change is the law of nature. Nothing can remain same and this change can be possible only by the ways of research. Research is an experimental process for any specific problem and really it inspires to go ahead. No doubt, India has achieved a lot in many fields as technology, medical science; IT sectors etc but still a lot of things are in dark till now. This young generation will have to discover them but

how? To find the answer of this particular question, again one has to engage with research. Now the destiny of these young minded is that they themselves are confused and in state of dilemma. Being educated still they are ignorant even to themselves and it is due to this theoretical education system. This baseless system does not permit them to fly their wings. That's why an attempt has been done by this present paper to change this old fashioned system. A positive appeal has been made to recognize their talents, to discover their areas of interest and to encourage their energies. By qualitative research mythologies, we can nourish their potential in right direction. This new systematic and inspirational system should provide them the proper guidance to discover their energies and can use them for the betterment of society.

KEYWORDS: Mythologies, Hypothesis, Consolidate, Competences, Theoretical, Generalizations, Longitudinal, Ethnography.

INTRODUCTION

India is the land of great opportunities and innumerable resources where research can be possible. Research is an approach for different knowledge through the combination of ideas and truth so it contributes the development of existing stock of knowledge. Now-a-days, it has been observed that the people are not determined for a particular idea or motive. Actually they cannot explain about their personality, their traits, their likes or dislikes, the aim of their life. They do not know about themselves. No doubt, they are educated or they belong to good reputation still they are confused. They will have to think about their future-oriented goals and in this regards, various research approaches help them to explore their competences and talent. An attempt has been taken by this paper to help those students who are in confusing state- what to do and not to do, which field they should choose, where they should go to design their motive. This particular problem is connected not only with the students but to the whole humanity. People cannot tell why they are leading their life; they are just passing the days sometimes designed by others or by circumstances. But it cannot be called a real life so to enjoy the life, try to design it by own.

Definition and need of Research

Research is a systematic technique to search for new approach, innovative ideas, finding different information about the world by the combination of observation and experimentation. According to Clifford Woody, "Research is a careful inquiry or examination in seeking facts or principles, a diligent investigation to ascertain something." (*Research Methodology*, 8). The term 'research' refers to observe the situation where research can be possible or enunciate the problem, then to formulate a hypothesis. Hypothesis is that kind of idea or principle on which the whole research depends. Then there should be the proper process of data collection by various methods. Afterward, by analyzing the collected data or facts, the researcher should try to reach certain conclusion. In such manner, research is gone through a long process. The success of any research depends on researcher and his proper planning to observe the things. In the primary part of education means in nursery classes, the small kids have to just learn all subjects without getting it and without knowing the rules and principles of the concern subjects. When they enter in schools, they have to follow the pattern of the concern boards. No doubt, they are given project works also but without caring their areas of interest, they have to complete their project because it is the parts of their curse work then these projects become the final projects either for their parents or for Google. They just search the required information, copy it and paste it for their project. Really it is just useless

process. Then the time has come to enter in college life. Research has proved that only forty present students choose their line scientific, technical, innovation by their own rather forty present have to follow the desire of their parents and remaining twenty percent are the blind followers of their friends. And when they come out in the society for earning, they cannot get the job according their expectations and then the whole life, they have to survive. Really it is the destiny of this generation. This arouses in them a feeling of dissatisfaction and negativity which might be the cause of many problems. Really David A. Sousa has rightly put his views in such manner, As the child grows, the brain selectively strengthens and prunes connections based on experience. Although this process continues throughout our lives, it seems to be most pronounced between the ages of 2 and 11, as different development areas emerge and taper off... These so-called windows of opportunity represent critical periods when the brain demands certain types of input to create or consolidate neural net-works, especially for acquiring language, emotional control, and learning to play music. Certainly one can learn new information and skills at any age. But what the child learns during that window period will strongly influence what is learned after the window closes. (*Is the Fuss about Brain Research Justified?* 35).

Identification of the areas of Research

The first and foremost requirement is to identify the potential and then to inculcate competences- first personal and then interpersonal. The students should be provided all the knowledge (theoretical and practical), let them free to select their area of interest under silent observation. They should be provided a particular platform to design and to lead on at the initial stage of their academic life. Then they can divert their energies and capacities into right direction. Thus really research is a testing of their passion, their will power, their determination by which they can conquer all the obstacles of the way and can create a history. Kothari defines that research is an original contribution to the existing stock of knowledge making for its development. The systematic approach concerning generalizations and formulation of a theory is also research. (*Research Methodology Methods and Techniques*, 24).

Experimental or Longitudinal activities based on Researcher's own interest

Now the very first step of this process is to find out the area of interest in students. In this regard, few brain-storming activities should be designed and to be provided to the students and they should be asked to involve any one on the bases of their choices. Free environment

should be given so that they can use their brain in complete manner and they can involve in some innovative task. In such manner, their area of interest should be found out because it is the basis requirement to explore their interest-area.

Classroom Ethnography

No one can deny this fact that change is the fundamental need so now the time has come that the education system should be changed. It should be practical based. The mode of teaching should be changed and no doubt teachers should be changed. It has been said, Teachers should teach for meaning and understanding. To do so, they claim, teachers should create learning environments that are low in threat and high in challenge, and students should be actively engaged and immersed in complex experience. No reasonable parent or informed educator would take issue with these ideas. Indeed, if more schools taught for understanding and if more teachers had the resources to do, our schools would be better learning environments. (*The Brain and Learning*, 52)

Students should come out from the monotonous and boring lecture-halls where one is speaking and others are listening. They should make their class by their own interest. It may be anywhere, anytime. It should be experimental and interactive.

Classroom ethnography refers to the application of ethnographic and socio-linguistic or discourse analytic research methods to the study of behavior, activities, interaction and discourse in formal and semi-formal educational settings such as school classrooms, adult education programs and day-care centers. (*Classroom Ethnography*)

Informative Management abilities

The students should be learnt how to manage their life, their problems so that they can deal with all the troubles of their personal and professional life. They should be free to search information, to analyze its inside out facts and then to take decision of their own. It has been rightly stated, 'Application of management techniques to collect information, communication it within and outside the organization, and process it to enable managers to make quicker and better decisions.' (*Business Dictionary*)

Written and oral communication

Communication skills can be inculcated by research process. By providing and involving students in a lot of activities as debate, group-discussion etc. their communication skills can

be made effective. Speaking is the main and important part of personality so it should be impressive, effective and convincing. Voice can be changed but it can be articulated by various methods and it can be possible only by research.

Decision-making

A lot of case studies related to different matters and situations should be provided to students so that they can come to know how to tackle the situation and what kind of actions and decisions are required. Such kind of real education should be given to them and that is the real aim of education.

Team Work

'Alone we can do so little; together we can do so much.' This feeling can be inculcated by various activities that are based on team-work. Now it has been realized that the common values as humanity, sympathy, compassion, brotherhood have been faded from the young generation. They do not know how to behave with others. They neither have any respect for their own parents nor affection for their younger. Really what's the use of such education that cannot teach them their basic values?

Leadership Skill

A lot of research has been done in this regard and it has discovered various programmes, questioners, and activities by which leadership skill can be inculcated. Really it has become the demand of time. A society cannot go ahead without a perfect leader so there should be a positive approach in this regard.

Design and management of Projects

Practical knowledge has much importance rather than bookish knowledge so a practical ground should be provided the students to use their competences. Research has proved that the best horse-rider cannot be made without falling down from the horse. Failures are the ways to success. So the project work based on the students' choice should be given to them and open their wings to fly. When they start to do the work, they will learn to manage their task in the perfect manner. According to Prof. Joan Miquel Verd, 'The aim is to introduce students to the theory and techniques of qualitative research through readings, discussion and practical exercises, in order to reinforce their capacity to design and implement their own research projects.' (*Qualitative Research Methods*)

Commitment to Ethics

The primary concern of any education should be moral upliftment. Education without values and ethics is useless so value based knowledge should be imparted to students so that these youths will come to know about ethical and moral values.

CONCLUSION

The research strategies that have been elaborated in this paper will be informative as well as innovative. This will not only create awareness among the students about the various aspects of effective research but also enable them to utilize their capabilities into various fields of research then they can come to know about their best potential and can use it in the best manner for the goodness of whole humanity. A great poet has said, '*Miles to go before I sleep, Miles to go before I sleep.*' Really a lot of discoveries that are waiting to be discovered, a lot of areas are there where research can be possible as Seneca also mentioned, The time will come when diligent research over long periods will bring to light things which now lie hidden. A single lifetime, even though entirely devoted to the sky, would not be enough for the investigation of so vast a subject.... And so this knowledge will be unfolded only through long successive ages. There will come a time when our descendants will be amazed that we did not know things that are so plain to them.

Many discoveries are reserved for ages still to come, when memory of us will have been effaced. (*Seneca*). This young generation is the backbone of our society so it should not be weak and confused rather it should be innovative, creative and generative. It will have to find new sky to fly, new earth to live, new approach to humanity so Robert Mckee also mentioned the importance of research in his book, *Story, Style, structure, and the Principles of Screenwriting*, "Do research. Feed your talent. Research not only wins the war on cliché, it's the key to victory over fear."(17)

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