



GROUP DISCUSSION: AS AN INNOVATIVE TOOL TO BE EMPLOYABLE IN THE PROFESSIONAL INDUSTRY.

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ABSTRACT-

Applying group discussions as a teaching and learning method, graduate students can improve their fundamental interpersonal skills. Graduate students need the fundamental skills.

Interpersonal skills are necessary for people to succeed in their personal lives and get work on the international job market. The goal of the current study is to provide a comprehensive overview of the paradigm shift that has occurred in teaching in today's modern education from a teacher-centric approach to a participatory student-centric strategy for imparting skill-based education. Collaborative teaching strategies have been demonstrated to increase students' involvement in the learning process. One of the best collaborative techniques for teaching students fundamental interpersonal skills in a situation they will encounter in the real world is group discussion.

Keywords- Group Discussion, presentation skills, body language, leadership, listening, communication skills.

INTRODUCTION-

Any private enterprise, including banks, business schools, and other organisations, should value group discussion.

Discussion in the group reveals the group leadership skills and interpersonal skills of the participants. A technique to assess a candidate's personality qualities is group discussion. It is a method for assessing a candidate's various traits to determine whether she or he is qualified for the coveted position or admission. The current competitive environment demands that candidates for a given position have the ability to multitask. On the other hand, leading group discussions at schools offers a chance to develop one's own talents as well as. Obtain admittance to a reputable college or university. Participating frequently in group conversations enhances the candidate's capacity to engage in debates about current events and learn the most recent information. As a strategy, it is important to enhance personal features, but it is also crucial to gauge the participants' general level of attentiveness. A skilfully facilitated group conversation evaluates the young participants' enthusiasm for topics of national importance. Most frequently, we see that while our students are eager to voice their opinions on many social issues, they are unable to do so in a methodical manner. Thus, conversation in groups becomes a potent means of expression. In order to demonstrate how group discussion enables a candidate to achieve brilliant achievements in their personal career, the current research article exhibits the prerequisites of group discussion on the one hand and its entire breadth on the other. A group discussion is a casual conversation in which individuals who share the same educational level talk about a subject of interest. It has been used for final selection of candidate in interview process.

Group discussion is the most effective method for choosing the best among the finest... As far as the number of participants in a group discussion is concerned, it is observed that "based on the early works of Robert Bales (1954), most authorities believe that a group with five to seven members is the ideal size." Let's now explore the criteria and domain of group discussion in order to define its goal and how it fosters success.

DEFINITION OF GROUP DISCUSSION-

A group discussion (Group Discussion) is an official gathering of six to 10 people who gather together to discuss a subject or a case that has been provided for this reason



This method is used by an organisation to determine whether a candidate demonstrates specific personality traits or skills that are sought in them. Each participant tosses the ball to a teammate while they work toward a common goal, similar to a football or hockey game. GROUP DISCUSSIONs are won by the team with the best coordination and talent, just like in comparable games. In GROUP DISCUSSIONs, the team members must interpret, discuss, and defend the topic or case as a whole.

Why is Group Discussion important?

The aim of the Group Discussion is to elicit all participants' opinions and, through vigorous discussion, develop a consensus. There were five to ten contestants. It aids in determining a candidate's interpersonal aptitude and teamwork capabilities. It cultivates crucial soft skills needed for the planning and management of employee group activities. The group discussion is used as a tool for determining a candidate's fitness for a job since numerous personality traits emerge during the discussion, which aids the potential employer in evaluating the applicant. Some of these essential qualities for professional success include having an aptitude for learning quickly, mature responses to other people's opinions, and an optimistic outlook on problems, leadership abilities, persuasiveness, and aptitude for analysis, aptitude for communication and listening, and group dynamics.

Difference between Group Discussion and Debate-

A formal debate is not the same as a group conversation. You are supposed to speak for or against a motion during a debate. On the other hand, in Group Discussion, every group member is expected to thoroughly consider the matter, and anyone may alter their opinion if they become persuaded of the validity of the opposing viewpoint. In debates, where speakers for and against the motion prepare their arguments in advance and the contestant is not required to argue for both sides, this type of position shift does not occur. This is not the situation in group discussions, where the conversation just naturally develops without any need for proof from the beginning. Due to the very nature of group discussion, participants must be flexible, and any lack of flexibility or resulting stubbornness or rigidity is viewed as a serious flaw in their personality.

How do I begin with Group Discussion?

The first impression is always the last, they say.

It happens to be true occasionally. Here are a few effective methods for starting a group discussion.

Quotes: Using quotations correctly at the beginning of your argument can help you create a strong first impression.

Definition: It is an initiative to define the subject or a key term within the subject.

Shock Statement: It works best for drawing attention right away. It aids in establishing the desired environment.

Use of Facts, Figures, and Statistics: when starting a group discussion with numbers, facts, and statistics, more care must be used. Employing them serves no value if they are not accurate. There is worry that if the facts are based on false information, a bad impression would be created.

Short Story: We pay close attention to the story. In India, the tradition of telling stories is vast. Short stories are useful for making strong first impressions. But in this case, it is essential to be specific.

GROUP DISCUSSION TYPES: There are two kinds of Group Discussions:

1. Topic-based
2. Case- based

Topic-based Group Discussions can be divided into three types:

1. Factual topics
2. Abstract topics



3. Controversial topics
4. Case study-based discussion

FACTUAL TOPICS-

Most topics assigned to groups are factual in nature. These are associated with current socioeconomic data or environmental concerns. For instance, factual issues include the expansion of Indian tourism and higher education.

Abstract topics-

The presentation of abstract concepts is at a higher level. These are typically of an immaterial kind. You must approach these subjects with lateral thinking and innovation. Examples of abstract themes include statements like "blue is better than green," "all are equal, but some are more equal than others," "money makes you poor," etc.

Controversial topics-

These subjects are naturally divisive. Divergent viewpoints among the participants are inevitable. These subjects are covered in order to gauge the participants' maturity level about them. You shouldn't lose your temper or view the topics being discussed narrowly. For instance, you can be requested to tackle contentious themes like - In India, reservations must be eliminated or women cannot serve in the military.

Case study-based discussion-

These are realistic simulations of actual events. These typically involve a challenge that needs to be overcome. There is no right or wrong response to such questions, so choosing how to solve the problem is crucial.

Group Discussion Requirements:

- **Knowledge:** Without enough subject knowledge, participation in group discussion is not possible. The group discussion topic should be familiar to participants. Participants can get a better perception of the speaker's presence if they are knowledgeable about the subject. Participants should be well informed about all relevant facts and numbers, such as socioeconomic trends, cultural news, and political news; this can only be done by developing strong reading habits. It is very beneficial in group talks.
- **Listening--** Participants frequently fail to listen, which is a necessary but often-overlooked element of group talks. Without the ability to listen well, no one can speak well. All of your colleagues' arguments must be heard, therefore pay attention to them all. It offers the chance to present your thoughts and comprehend other participants' arguments in an organised manner.
- **Presentation** - Participants' presentation of their ideas will have a significant impact on how the listener perceives them. Although subject knowledge is vital, the manner of presentation is more crucial. The likelihood of influencing the listeners improves with effective presentation. Knowledge should be presented in an honourable manner because it is so vital. One needs to develop these abilities through practice.
- **Body language-** A non-verbal type of communication is body language. Along with speech communication, nonverbal communication is frequently used. A person can communicate nonverbally through their posture, demeanour, gestures, facial expressions, and eye contact. This is crucial in the choosing process. More than spoken words, facial expressions and body language convey information.
- **Communication skills-** A two-way process, communication. It is essential to every organization's success. Effective communication takes conscious efforts from all parties. In GROUP DISCUSSION, participants must display effective communication as well as listening and answering abilities.



COMPONENTS OF THE EVALUATION –

The first includes components like the applicability of the opinions expressed, the importance of the information presented, the frequency of interaction, and responses to other people's opinions. The second speaks to the delivery of presentations and interventions. The third abilities include body language, voice modulation, pronunciation, and delivery. The fourth skill set comprises the capacity to spark conversation, steer it in the proper direction, maintain effective communication, and encourage the group to come to a consensus position or solution. The fifth speaks to the virtues of respect for others, compassion for their feelings, and interest in hearing all members' opinions.

Contribution quantity and quality-

Each participant in group discussion is expected to add to the conversation. A person may initiate the discussion if they are well-versed in the problem or issue at hand or are knowledgeable about the subject. The relevance of what participants stated and if their input will result in a solution or assist the group in reaching the right conclusion is the two criteria used to evaluate the quality of a contribution.

Techniques used for discussion-

Following a summary of what has already been said, participants are free to respond or share their opinions. However, if you'd like, you can state your position forcefully right early and then refute any points made by previous speakers, demonstrating to the audience why what you have to say is more pertinent or valuable in resolving the problem.

Communication skills—

Both verbal and non-verbal forms of communication are mentioned here. Verbal communication includes the capacity to select words and form phrases that are both appropriate for the situation and acceptable from a grammar and usage point of view. The other verbal communication abilities are effective speaking and active listening.

Leadership qualities-

During a group discussion, one or two individuals take the lead in the conversation. These characteristics would be sought after by the evaluation panel in your contribution to the conversation. You need to be able to do the following in order to be a successful leader:

- To come up with fresh thoughts or angles on the situation or topic at hand;
- To reply to other people's opinions in a mature manner;
- To see the bright side of things;
- To keep the conversation on track;
- To listen carefully and communicate effectively;
- To persuade other participants of your viewpoint to renounce an earlier position if a more reasonable or acceptable option is provided;

Group behaviour-

During a group discussion, one or two individuals take the lead in the conversation. These are the attributes that the evaluation panel would search for in you. The capacity of an employee to perform well in a group is highly valued in the business sector. Participants must have a sense of teamwork and be able to work cooperatively with others in order to achieve success. This trait should be demonstrated by group discussion participants' willingness to listen to devastating remarks and biting criticism while maintaining a smile, their enthusiasm and amiability, their spirit of accommodation to others' points of view, and their emotional fortitude to remain cool and collected even in the face of rude responses.

Starting a Group Discussion-

Occasionally, it is seen that some individuals attempt to quickly open the group discussion. They believe that the one who starts the conversation will undoubtedly be chosen or receive higher marks. This idea is untrue. In actuality, despite you want to start the discussion right away, you should wait



until you have enough points to get it started. Any of the participants may start the conversation, but everyone should make an effort to speak up and contribute as soon as they can. Poor starts or hurried conclusions lead many group discussions to fizzle out. Often, the one who starts the conversation is unaware that they don't know enough about it.

Recapitulating a discussion in a group-

The conclusion of a group discussion is just as significant as the beginning. Be brief and direct to conclude the group discussion. Stay away from making new points. Don't merely state viewpoint. Actually, try to incorporate the important points brought up by the entire group. The abrupt end of a group discussion is sometimes perplexing and annoying.

CONCLUSION-

In the present circumstances, professional competition is inevitable. Jobs in the public and commercial sectors are difficult to find. Employers search for the best individuals for the open positions. As a result, they use a variety of approaches to evaluate the candidate's aptitude. Not only is it important to earn marks and land a job, but it's also important to demonstrate your abilities and please your employers. In recent years, group talks have become more and more common. A candidate's attitude, awareness, expression, and attentiveness can be evaluated.

Students aspiring for significant positions in the public sector should be aware of the value of group discussions and make every effort to improve their competency in discussions. Group discussions might provide opportunities for career achievement.

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