

IMPORTANCE OF SOFT SKILLS FOR DEVELOPERS

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Abstract: *Have you ever meet the stereotype that a programmer is just a very introvert person that sits every day in front of the computer, doesn't speak to anyone and does some magic with a computer? If so, then you have to know that this it's not even close. Any programmer must interact with the other members of his team, and actually, interaction, sharing the ideas, debating the solutions and brain-storming is the most important part of developer work. That means that it is not enough to code well to be considered a good specialist, also it is crucial to learn how to express your ideas to others, as this affects directly the success of the project! Indeed, nowadays the world is facing the new period in history were collaboration between people is much more important than it was in the past because more and more people have access to new information and education there are a lot of new ideas. Furthermore, in organization the work structure soft skills become a deciding factor because they are individual personality traits that determine whether a person will work well with rest of the team These are intangible but extremely important for almost every kind of position. This sheet of paper will help to introduce into the field of soft skills.*

Key-words: *Soft-skill, development, quality, management,*

Introduction

Soft skills describe career signs that people should have, such as team skills, communication skills, ethics, time management skills, and understanding diversity. In the 21st-century workforce, soft skills are important in every business sector. However, employers in business are constantly reporting that new employees lack these soft skills [1].

The literature propose that additional research is needed in the field of soft skills, to study advanced teaching methodologies that can be applied by business educators to encourage their students to start develop their soft skills [2].

Next, we will take your attention to show the main problem about soft skills and the solution in our vision, bring from you from all the web just to show the main points on what you have to concentrate in order to cover all those little but important skills.

Alabama research and experiment

In order to understand what can we will take the Alabama researcher experiments which is represent the main problem of lack of soft skills.

Purpose: The purpose of this study was to identify the views of Alabama business educators on the importance of soft skills for success in the 21st- century workforce.

Method: A survey of business teachers from Alabama was conducted to assess the importance of certain soft skills and how these skills influence success in the workforce.

Results. A significant difference was found between the perceived importance of how specific soft skills affect success in the workforce and the location of the school (city, district). Respondents believe that all eleven soft skills included in this study are very important ($M = \geq 4.95$ on a scale of 1 to 6) for success in the 21st- century workforce.

Conclusions: Alabama business educators believe software skills are important components of a business/marketing curriculum. The views of Alabama business educators on the importance of soft skills go beyond demographic factors. Also, there is a hierarchy among business professors in Alabama regarding the importance of selected communication skills.

Implications: This study provides information that should be used by business educators to improve the skills of students in the workforce [3].

Most of the participants (77.9%) expressed that they integrate general communication into the classroom daily. Many participants (66.4%) integrate time-management/organization into the classroom daily, while 62.4% integrate oral-communication and 52.3% integrate written communication daily. A significant difference was found between the perceived importance of how specific soft skills affect success in the workforce and the location of the school (city, county). Overall, Alabama business/marketing educators have endorsed soft skills at a very high frequency; however, there is a low correlation between the perceived importance of soft skills and the integration of soft skills into courses. Nevertheless, many of the correlations did reach statistical significance. This indicates that the skills, concepts, and activities that did reach statistical significance are being integrated into the classroom to some extent [3].

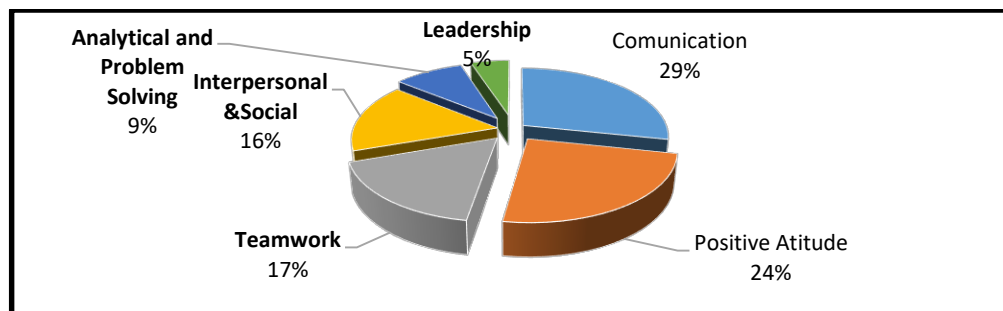


Figure 1. Critical Soft Skill at the Workplace chart [4]

In this chart (Figure 1) is represented distribution of importance of soft skills required for job. As we can notice from the chart the most important skills are the communication skills. Those skills are very important because while you are working in a team there are a lot of problems that could appear, and those problems can be solved much more easily by communication. What are the communication skills?

Crucial Soft Skills.

This is the list of some soft skills which represents the most frequently asked by employers most of the times this are the first in line soft skills what are asked from employee

Listening

Being a good listener is one of the best ways to be a good communicator. No one likes communicating with someone who cares only about putting in her two cents and does not take the time to listen to the other person. If you're not a good listener, it's going to be hard to comprehend what you're being asked to do. Active listening involves paying attention to what the other person is trying to say, asking different questions in order to clarify the situation and paraphrasing to ensure the understanding. Being an active listener is the first step to for possessing communication soft skills.

Confidence

Being confident is very important, because your co-workers can notice that you are sure in what you are talking and are more likely to follow your ideas. It is very important to not make statements that sound like questions, as this could spoil the meaning of your speech, and your co-workers will not follow those ideas exposed by you [5].

Empathy

Empathy to other co-workers will increase your value as a person in eyes of the person you are working with. Make sure that you have listened your peer's problem, and show him or her that you understand the situation and try to help him or her. Also, if you have the possibility, try to help in solving the problem. It is that important, because as your co-workers will see that you are helping others, they will feel more likely to help you, when you will be facing with problems, that will appear for sure [6].

Problem solving skill

Developers are working mainly on solving problems, and it is a very important skill to have if you are going to work in a developer team. If you start your career as a junior programmer or if you even begin to learn programming, you will find out about how important is solving problems ability moreover it is important to do it very fast. And it's essential to know about it before, and not get discouraged. It is not that hard to learn how to solve a problem, and even it seems to impossible at the beginning you'll have to remember that for any problem there is at least one solution [6].

Curiosity soft skill

Another crucial soft skill for a developer is curiosity. As the world is in a continuous period of changes there is always something new to learn, and if you are curious, you will never miss new technologies that are coming up, you will be able to share your knowledge to others, and also you are very receptive to the information others would like to share to you [7].

Time-management

Time management skill: It is crucial for a developer to manage is time properly, as there is a lot of work to do, and if your task is not scheduled it is very hard to respect your deadlines and it will always lead to some of physical conditions such as burnout, which is very harmful. Perhaps anyone had the feeling that if he or she had more time, he or she will manage to do all the job, but there is a point that I would like to stress on, as we all have the same amount of time our success depends on how properly are managing our time. To learn this skill first of all you'll have to learn scheduling principle and dividing a big task in some smaller tasks that are more easily to manage. And of course, you'll have to learn how to not spend time on pointless things process known as procrastination [6].

Clarity

Being very clear is also of a great importance in a developer team. It means to express your thoughts as unambiguous as possible. Even though it sounds very simple, it is not that simple as its areas to be at the beginning. Unfortunately, most of the problems in a developer team occur because of misunderstandings. In order to avoid such situations, you must learn to express yourself as clear as even a not specialist would understand your ideas without any additional explications. Being clear is the key of making people to follow your thoughts and ideas very easily, and getting the team support is crucial! [6].

It is very important to start practicing them as soon as possible. Start to interact more often with the people and, first of all try to be a good listener, listen accurately the person you are talking with, and ask questions to prove that you have understood what he was talking. Speak more often to people and, and practice more often. Never ever think that if you have a great hard skill and a solid knowledge about a programming language you are already ready to join a development team. There are a lot of things to learn [6].

Tips

There are a few tips that could help you do develop your collaboration skill with other people:

- 1) First of all, it is very important to understand that we are all different and we all have different visions and opinions. So, the first tip to learn is to accept the differences. This will help you to understand what is the position of your teammate. This can be achieved only if you know how to listen, and you are able to accept an opinion that differs from yours. Why is it important? Because the idea of your teammate can be better than yours, and could help the entire team to get success much more efficiently.
- 2) The second tip to build working relationships with your teammates is to give time to people you are working with. Nowadays time is the most important resource that we have. And sharing time with your team members would be appreciated by them and the work will go on much more efficiently.
- 3) The third but not the least, is the ability to giving and receive feedback which is the food of progress, and while it may not always taste great, it can be very good for you. The

ability to provide constructive feedback to others helps them to tap into their personal potential and can help to forge positive and mutually beneficial relationships. From your own personal perspective, any feedback you receive is free information and you can choose whether you want to take it on board or not. It can help you to tap into your blind spot and get a different perspective.

If you will take in account all of this tip, you'll be able to work harmoniously in a team and you instead of problems will see challenges and will understand that nothing is impossible to achieve [8].

Conclusion

In conclusion, a well-prepared developer, besides hard skills, must possess soft skills as well, because as a developing specialist will have to integrate in teamwork, he or she will have to learn how to deal with other people, as the teamwork and a good understanding between teammates has a crucial influence on the productivity and the success of the project. In this article, we have proved how important soft skills are in developers work and the importance of soft skills in obtaining success, when we speak about the results of the Alabama University experiment, that showed than likewise the soft skills possessed by students which is proportional to the rate of success achievement.

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