Measuring Soft Skills of Prospective Employees Using Concentrate Analysis

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***Abstract*— The success of prospective employees in the fast-moving workplace of today is significantly determined by their soft skills. To evaluate and quantify concentration analysis, this study utilizes a gamified approach that focuses on the component analysis as one of the soft skills, with a particular emphasis on concentration. To target different areas of concentration, four distinct games—Color Plate Game, Sudoku, a quiz app, and a memory game—will be integrated into an application that will be developed as part of the study. Participants play these games and provide data on their degrees of focus through a methodical approach. The purpose of the study is to investigate the potential employees' one of the general soft skill called concentration scores on the gamified evaluation.**

The outcomes should yield insightful information about how concentration influences soft skills, with consequences for hiring practices and employee development. This paper presents the methodology, game design, and anticipated results, adding to the continuing conversation about cutting-edge approaches to assessing and improving soft skills in the workplace.

Keywords— Soft skills, Concentration analysis, Gamified approach, Prospective employees, Sudoku, Color Plate Game, Quiz app, Memory Game, Employee development.

I. INTRODUCTION

The importance of soft skills has grown more and more clear in the quickly changing modern professional environment. [1] [2] [3] Employers look for people who can collaborate, communicate effectively, and change with the times in addition to those who are technically proficient. [4] The often-overlooked quality of focus, a cognitive function essential for sustained attention and task execution, is central to these soft skills. [5] Acknowledging the critical role that focus plays in forming soft skill sets as a whole, this study aims to perform a component analysis by exploring the subtleties of concentration using a gamified approach. [6] [7] A break from conventional assessment techniques has been necessitated by the complexity of evaluating and quantifying soft skills. [7]The addition of aspects from games into non-gaming environments, or "gamification," shows promise as a way to increase participant engagement and collect quantitative data on cognitive processes. [7]In this study, four unique games—Color Plate Game [8], Sudoku [9] [10] [11], a quiz app [5], and a memory game [6]—that are purposefully created to target different aspects of focus are presented in an innovative application. We want to obtain a thorough grasp of how concentration affects and contributes to the wider range of soft skills through these gamified evaluations. [1] [2] [3] [5] By investigating the relationship between the concentration scores obtained from the gamified evaluation and the general soft skills demonstrated by potential employees, the study seeks to close the current gap in the literature. [1] [2] [3] [5] This study aims to improve the identification and development of soft skills necessary for success in the modern professional environment, with practical consequences for hiring practices and employee training initiatives. [1] [2] [3] [5]

We go into further detail about the concentration analysis methods used in the next sections, as well as the goals and design of each game and the expected results. [8] [11]This study adds significant insights to the continuing conversation on cutting-edge and practical techniques for assessing and improving workforce abilities by illuminating the complex interplay between concentration and soft skills. [12]

This color plate is introduced by the famous psychologist John Ridley Stroop in 1930. Actual name of this game is Stroop. [8] Despite the using same name, I refer to it as the Color Plate game here because the reasoning, technique, and analysis are the same. Adding originality was a crucial part of creating this game. The Color Plate game puts time above speed, in contrast to traditional games which emphasize time as a consideration. Our version of Stroop assesses time, while the standard game concentrates on speed. This game differs from others Stroop game in that speed is determined by the player's ability to focus. Furthermore, in keeping with the current study on concentration analysis, which frequently revolves around Sudoku, I have created a Sudoku game [8]. Studies that use quantitative tests to evaluate concentration have resulted to the addition of an app called Quiz to assess employees' concentrate skills. [13] The last component is the Memory Game, a properly named activity that evaluates concentration based on movements and timing for every participant candidate. [6]

II. Literature Review

A. Importance of Softskills in Modern Industry

Soft skills are in high demand in today's work environment since they are essential qualities that enhance technical proficiency. [1] [2] [4] [12] In order to successfully navigate the intricacies of the modern workplace, a well-rounded professional must possess the following skills: communication, teamwork, adaptability, and problem-solving, concentrate analysis. [2] [4]The evaluation and improvement of soft skills have taken center stage in talent acquisition and employee development initiatives as businesses place a greater emphasis on innovation and teamwork. [14]As example 3CS, HireVue, PwC,Talent Q company they are analyze the employer's soft skills when they are hiring employees for their companies. As well as there are some tools for analyze the soft skills. Mainly four tools are described. They are "TestGorilla, HighMatch, HireSuccess, iMocha". [14]

B. Concentrate analysis as a Soft skill

Concentration is a crucial cognitive skill that affects a person's capacity to maintain focus and perform well on a variety of tasks. [12] [14] The ability to stay focused in the face of distractions is a sign of concentration and is crucial for efficient problem-solving, decision-making, and communication in the workplace. Innovative approaches are required to discover the complex role of focus, as it is frequently overlooked in the context of soft skills assessment, despite its significance. [13] [15]

C. Assessing Soft Skills using Gamification

Interviews and self-report questionnaires, two common ways of assessing soft skills, [13] are not very good at capturing the dynamic and multidimensional nature of these abilities. Gamification, which is the introduction of aspects from games into non-gaming environments, has gained popularity as a potential method for engrossing participants and gathering insightful information on cognitive abilities and functions. Gamified tests offer a dynamic means of assessing soft skills, presenting a more accurate picture of a person's capabilities in practical contexts. [6] [8] [11]

D. Past Research on Gamified Soft Skills Evaluation

Notably, one of the most well-known games for assessing concentrate analysis is Sudoku. [9] [10] [11] It provides different types and techniques; all targeted to measure concentration levels and reveal information about people's cognitive capacities. Furthermore, the flexibility of Sudoku goes beyond concentration analysis; it may be used as an IQ test. [10] Many more researchers investigating Sudoku's utility in studying concentration analysis have given it a great deal of focus over time. [11] Similarly, to assess people's ability to concentrate, psychologist John Ridley Stroop developed the Stroop game in the 1930s. [8] The Stroop game has experienced constant modification and improvement since its launch. Notably, games like the Stroop game and Sudoku are more than just amusement; they are useful tools for assessing a wide range of soft skills in people. As well as memory game also efficient game for the measure the concentrate analysis of the candidate. [6]

III. Methdology

The proposed of this project defend on the Component Analysis on Soft Skills of Prospective Employees. In here we categorize and analysis the three soft skills components. They are Concentrate analysis, Comprehensive analysis, Non-verbal communication analysis.

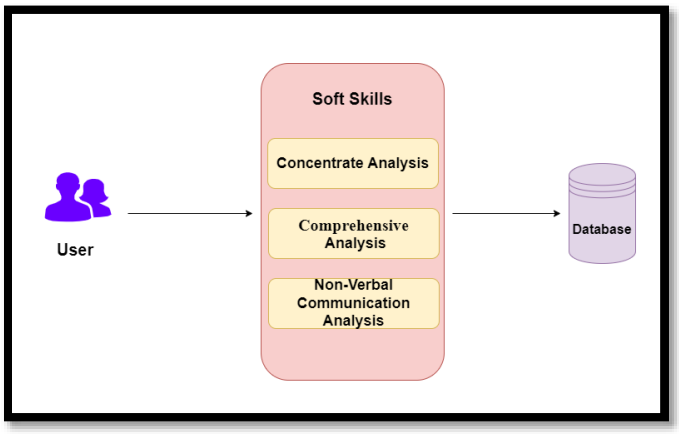

Figure 1.0: System Overview Diagram

Figure 1.0 display the overall functions of the system. Like that way there are analysis three soft skills and generate the highest range in three of all soft skills test positive results candidates. So that way we are analysis the who is the best candidates among other candidates by checking their soft skills.

So, in this research paper mainly consider about the concentrate analysis. Concentrate analysis also a main research problem in ICT industry, business sector etc. In modern world lot of companies are make an effective selection process they are targeting the employee's soft skills measurement tools.

A. Analysis the concentrare analysis

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[a] Sample of a Table footnote. (*Table footnote*)

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[1] G. Eason, B. Noble, and I. N. Sneddon, “On certain integrals of Lipschitz-Hankel type involving products of Bessel functions,” Phil. Trans. Roy. Soc. London, vol. A247, pp. 529–551, April 1955. *(references)*

[2] J. Clerk Maxwell, A Treatise on Electricity and Magnetism, 3rd ed., vol. 2. Oxford: Clarendon, 1892, pp.68–73.

[3] I. S. Jacobs and C. P. Bean, “Fine particles, thin films and exchange anisotropy,” in Magnetism, vol. III, G. T. Rado and H. Suhl, Eds. New York: Academic, 1963, pp. 271–350.

[4] K. Elissa, “Title of paper if known,” unpublished.

[5] R. Nicole, “Title of paper with only first word capitalized,” J. Name Stand. Abbrev., in press.

[6] Y. Yorozu, M. Hirano, K. Oka, and Y. Tagawa, “Electron spectroscopy studies on magneto-optical media and plastic substrate interface,” IEEE Transl. J. Magn. Japan, vol. 2, pp. 740–741, August 1987 [Digests 9th Annual Conf. Magnetics Japan, p. 301, 1982].

[7] M. Young, The Technical Writer’s Handbook. Mill Valley, CA: University Science, 1989.

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