# IMPACT OF PERSONALITY DEVELOPMENT ON EMPLOYABILITY SKILL GAP ANALYSIS AMONG IT SECTOR EMPLOYEES IN CHENNAI

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## Abstract

The IT business in Chennai has grown rapidly, creating more jobs. A substantial skill gap exists in terms of employability, and many IT specialists fail to satisfy their employers' needs. Technical skills are still crucial, but companies are increasingly prioritizing individuals with soft skills like communication, leadership, cooperation, and adaptability. This research examines how personality development affects career advancement and employment retention to reduce the talent gap. A thorough study of organizational needs, skill gaps, and training efficacy found that systematic personality development programs considerably increase employability. Research suggests that information technology workers with good leadership and interpersonal skills may advance faster, earn more, and have greater job security. The study found that comprehensive soft skill training, academic-business cooperation, and corporate actions are needed to overcome the job gap. Chennai IT professionals can compete in a changing technological environment by fixing these issues.

**Key words: Personality Development, Employability Skill Gap, IT Sector, Soft Skills, Career Progression, Workforce Readiness, Chennai, Training Programs.**

## Introduction

In recent years, the information technology (IT) sector in Chennai has seen significant growth, which has resulted in the creation of a significant number of employment opportunities. A significant number of workers in the information technology business struggle to find and maintain employment owing to a lack of marketable skills, despite the fact that the field offers a great deal of employment options [1]. Despite the fact that technical expertise is still very important, employers are progressively placing a greater emphasis on "soft skills" such as communication, leadership, teamwork, and adaptability. This further highlights the significance of personality development in terms of diminishing the skills gap and increasing the number of work alternatives available [2].

It is the manner in which a person's personality develops that has a significant influence on their ability to solve problems, their relationships with coworkers, and their ability to grow in their professional career. Individuals working in the information technology industry who possess

strong interpersonal skills are able to overcome challenges at work, engage with others in a more productive manner, and advance in their careers [3]. In the information technology industry of Chennai, which is notoriously cutthroat, individuals who possess personality qualities that are well-rounded have a greater chance of achieving success in their professions and maintaining their employment.

The purpose of this study is to investigate the ways in which personality development influences the employability skill gap among workers working in the information technology sector in Chennai. The purpose of this study is to investigate the ways in which soft skills have the potential to improve worker readiness and to provide recommendations for bridging skill gaps via the use of personality development programs that are more narrowly targeted [4].
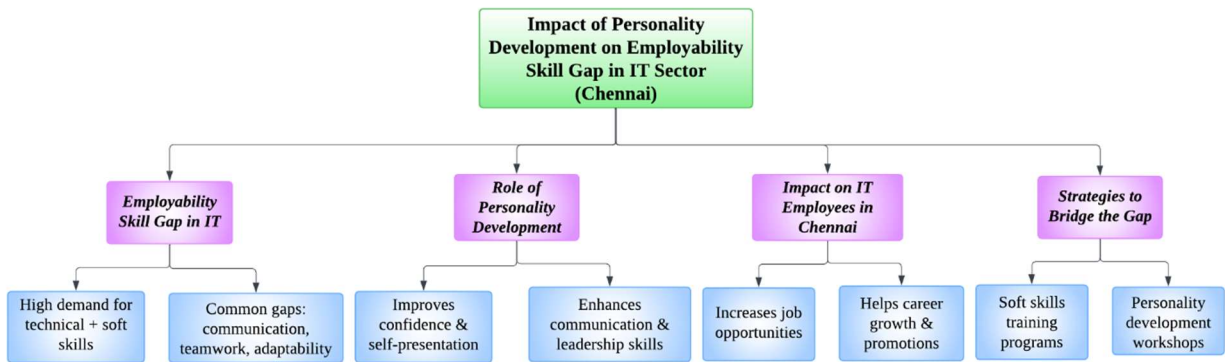


**Figure 1: Personality Development and Employability Skill Gap**

**Review Of Literature**

This article will explain the results of the research and define the core skill set that is required to get work in the organized grocery and vegetable retail business and to keep that position after it is obtained. The concept of "employability," which is defined as the possession of academic and vocational abilities that are both marketable and quickly available in order to produce employment prospects, was the primary topic of discussion over the course of the chat. An exploratory research study was carried out with the purpose of determining the skill set that is required for entry-level roles in organized grocery and vegetable selling services [5]. The instruments that were used were a questionnaire as well as an interview conducted in person. The purpose of the research was to get an understanding of and determine the skills that are required for entry-level careers in organized grocery and vegetable sales. The employability skill set and skill matrix for entry-level jobs in the organized grocery and vegetable selling business was established via study. These are the requirements for entry-level positions. These talents are built upon the basis that is provided by the findings of the research. The purpose of this study is to provide a comprehensive approach to selecting management roles at the store level by using the Analytic Hierarchy Process (AHP), which is the aim of this research. When faced with a decision-making challenge that incorporates a number of different aspects, the AHP technique is used to determine the characteristics that have to be taken into consideration when selecting staff. There is going to be a broad variety of research options available in the future. Some of these chances include investigating the various or complete profiles of retail professions, as well as the impact of regional employability on employment in the organized grocery and vegetable sectors [6].

As a result of the "Employability Skill Gap," professional students face a multitude of challenges and difficulties during the recruiting process on an annual basis. The purpose of this research paper is to investigate the many insightful comments made by business leaders and employers from a variety of companies on the significance of job-fit criteria for recent professional graduates working at various levels of the company. Due of the very competitive nature of the modern-day corporate environment, this is done [7].

Indian educational institutions are now attempting to build and promote marketable qualities in order to boost their competitiveness in the global economy, which is becoming more competitive. The mapping of the skill gaps that exist between the objectives of businesses and the reality of the state of the economy is an important task. The results of the study will throw light on this problem and give direction to the many training programs that institutions of higher learning provide in order to better prepare recent graduates to be more self-assured and competitive in the job market. The "skill-set gap" between what is really present and what is expected is the concluding conclusion of the study [8]. This discovery may surprise the current business school system and its curriculum on a variety of various program designs. centered on a large number of employability skill areas that do not coincide with industry norms, this research is mostly centered on those areas. The employer is often considered to be one of the most important stakeholders participating in higher education. They have the expectation that educational institutions of higher learning will create graduates who are ready to enter the workforce. On the other hand, this expectation is not being met, and companies are constantly dealing with difficulties in locating graduates who are qualified and possess employability skills that are up to date. It is getting more challenging for organizations all around the globe to locate graduates who possess the specific employability skills that are required. Higher education institutions are required to maintain consistent communication with companies in order to get an understanding of the current requirements of the industry [9].

This occurs in addition to the upgrading of their curriculum and strategies to impart relevant information technology skills to their graduates. Because of this, companies will be able to increase the employability of their graduates and reduce the disparities that exist in terms of employability. There is a skill gap between the employability skills of new graduates and the skill sets that companies seek from their workforce, and the objective of this study is to find out what 82 employers believe about the skill gap. According to the findings of the survey, employers have the opinion that there is a skill gap in terms of the prospective applicants' employability. One thing that should be brought to your attention is the fact that the higher education sector has to use alternative strategies, and that there needs to be greater collaboration between the academic and corporate sectors in order to minimize this talent gap [10]. In addition, the results suggest that educational institutions have to include the forward-thinking strategies suggested by businesses into their student aid programs.


**Assessing the Skill Gap Among IT Employees in Chennai**

The information technology industry in Chennai, a well-known center for technical advancements, has grown quickly throughout the years. However, there is still a significant skill gap that makes it difficult to advance in one's career and get employment, even though there is a sizable pool of highly skilled experts. Even while companies are looking for people with a combination of technical and soft abilities, many information technology workers find it difficult

to match these always changing needs. Examining the relationship between employability and personality development is one of the study's objectives. By filling up these gaps and improving worker readiness, this will be achieved.

❖ **Evolving IT Industry Demands**

Therefore, to succeed in Chennai's ever-evolving information technology sector, employees must possess not just outstanding technical knowledge but also flexibility, problem-solving skills, and leadership qualities. Employees must adapt as businesses start using cutting-edge technologies like cloud computing, artificial intelligence, and data analytics. Conversely, a sizable portion of professionals lack the fundamental soft skills required to function effectively in a setting that prioritizes the team and the client.

❖ **Skill Gap Challenge**

Even if the number of graduates joining the information technology area is increasing, there is still a big disconnect between what people can do and what the industry expects. Many people are technically skilled but have trouble interacting with others, communicating, cooperating, and exercising critical thought. The root reasons of this skill gap must be identified and addressed because they impact career advancement, employee retention, and overall organizational productivity.

❖ **Role of Personality Development**

Employees who develop their personalities have the necessary interpersonal and communication skills, which increases their employability. Effective communication, teamwork, emotional intelligence, and the capacity to overcome obstacles are all qualities that have a big impact on how well people succeed at work. People that engage in their personality development often have an advantage over others when applying for jobs. This is a result of their increased self-assurance, adaptability, and ability to overcome obstacles they face at work.

❖ **Impact on Career Progression**

Technical proficiency is no longer a prerequisite for advancing in the information technology industry. Employees with a diverse skill set, including problem-solving and leadership abilities, are more likely to have career advancement opportunities. Companies are increasingly valuing those who can take initiative in hectic work settings, interact with people from different teams, and contribute positively to the workplace culture.

❖ **Need for Targeted Training Programs**

Closing the talent gap requires training programs that are particularly created to concentrate on personality development. It is crucial that these programs place a high priority on cultivating qualities including communication, emotional intelligence, problem-solving, and flexibility in dynamic work settings. Employers may create a workforce that is not just technically competent but also prepared to handle challenging situations that may occur on the job by integrating soft skills training into employee development programs.

❖ **Objective of the Study**

The aim of this research is to examine the connection between employability and personality development using an examination of the current skill gap among Chennai's IT workers. By identifying key areas for change, the study aims to provide insightful information on how people may improve their career chances and how companies can enhance their talent development initiatives. Gaining a better understanding of how personality development affects employability

may help create a workforce that is more capable of meeting industry needs and achieving long-term professional success.

Professionals may find several chances in Chennai's information technology sector, but the growing employment gap is a major obstacle. The development of one's personality is just as crucial to improving employability as learning technical abilities. Since professional success depends on soft skills like communication, flexibility, and emotional intelligence, it is critical that both people and companies place a high priority on developing these talents holistically. Businesses can close the skills gap and guarantee a workforce that is more competitive and better prepared for the future by putting in place focused training programs and encouraging a culture that promotes lifelong learning. This research emphasizes the need of adopting a comprehensive strategy to professional development programs in the information technology industry by highlighting the critical link between employability and personality development.

**Research Methodology**

This study employs a mixed-methods research approach to analyze the employability skill gap among IT sector employees in Chennai. By integrating qualitative and quantitative research techniques, the study aims to identify key deficiencies in both technical and soft skills, assess industry demands, and evaluate the effectiveness of various training programs. The research methodology consists of five key components: research design, data collection methods, sampling techniques, data analysis techniques, and validation measures.

❖ **Research Design**

A descriptive research design was adopted to systematically evaluate the skill gap among IT professionals. The study incorporated both qualitative insights from industry experts and quantitative data derived from structured surveys and secondary sources. A comparative approach was utilized to analyze the disparity between existing skill levels and industry requirements. The study also examined the impact of personality development training on career advancement and salary progression using longitudinal data analysis.

❖ **Data Collection Methods**

A combination of primary and secondary data sources was employed to ensure a comprehensive understanding of the IT skill gap. Primary data was gathered through surveys, structured interviews, and industry reports, while secondary data was obtained from government publications, HR analytics reports, and industry white papers. Mathematically, data sufficiency was assessed using the Cochran formula to determine the optimal sample size:

$$n = \frac{Z^2 P(1-P)}{e^2}$$

- o   $n$ = Sample size
- o   $z$= Z-score (for 95% confidence level, $Z$ =1.96)
- o   $P$= Estimated proportion of population with required skills
- o   $e$= Margin of error (5%)

❖ **Sampling Techniques**

A stratified random sampling method was used to capture a diverse representation of IT professionals across various domains (e.g., AI/ML, cybersecurity, data science). The workforce was divided into strata based on experience levels (entry, mid, senior) and skills. To ensure statistical significance, the probability of selecting an individual from a given stratum was determined using:

$$P(X = k) = \binom{n}{k} p^k (1 - p)^{n-k}$$

- $p(X = k)$ = Probability of selecting individuals from a total sample of
- $p$ = Proportion of the target population with required skills
- $k$ = Number of selected candidates from each skill domain

❖ **Skill Gap Measurement Model**

The skill gap was quantified by comparing current employee proficiency levels with industry-required standards. The gap analysis was conducted using:

$$SG = R - C$$

where:
- $SG$ = Skill gap
- $R$ = Required proficiency level
- $C$ = Current proficiency level

The overall skill gap index (SGI) was then calculated as:

$$SGI = \frac{1}{N} \sum_{i=1}^{N} SG_i$$

where $N$ represents the total number of employees surveyed.

❖ **Statistical Analysis and Hypothesis Testing**

A multiple linear regression model was used to determine the impact of personality development training on salary progression. The model is expressed as:

$$Y = \beta_0 + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \epsilon$$

- $Y$= Salary growth
- $X1$= Technical skill improvement
- $X2$= Soft skills training
- $X3$= Leadership development
- $\epsilon$= Error term
- $\beta_0, \beta_1, \beta_2, \beta_3$ = Regression coefficients

Hypothesis testing was conducted using a **t-test** to assess statistical significance:

$$t = \frac{\bar{X} - \mu}{\frac{s}{\sqrt{n}}}$$

where:
- $\bar{x}$= Sample means

- ○ $\mu$= Population means
- ○ $S$= Sample standard deviation
- ○ $n$ = Sample size

❖ **Validation and Interpretation**

The validity and reliability of the research were tested using **Cronbach's Alpha ($\propto$\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*)**, which measures internal consistency in skill gap surveys

$$\alpha = \frac{k}{k-1} \left( 1 - \frac{\sum s_i^2}{s_t^2} \right)$$

where:

- ○ $k$ = Number of test items
- ○ $S_i^2$= Variance of each item
- ○ $S_t^2$= Total variance of all test items

A reliability score above 0.7 indicates acceptable consistency in the collected data. Furthermore, ANOVA (Analysis of Variance) was used to compare skill gaps across different IT domains, ensuring robustness in findings.

The methodology adopted in this study integrates rigorous quantitative and qualitative techniques to analyze the skill gap among IT employees in Chennai. The findings from this research will offer data-driven insights into the importance of personality development programs, ultimately contributing to more effective training models, recruitment strategies, and policy recommendations. The structured approach ensures a high degree of validity, reliability, and generalizability, making the results applicable to a broader IT workforce development context.

**Analysis and Interpretation**

In order to close the employability skill gap among workers in Chennai's information technology sector, the research suggests that cultivating one's personality is fundamental. The ability to solve problems, communicate effectively, work well with others, and be flexible are examples of soft skills that have a significant influence on professional growth and job retention. Technical knowledge is still a vital component. Despite the fact that many people who work in information technology are technically competent, they often suffer with lack of leadership and interpersonal skills, which are becoming more important to businesses. Through the use of structured personality development programs, such as leadership seminars, behavioral training, and emotional intelligence development, the study highlights the ways in which employability and workplace efficiency may be enhanced. A large gap exists between the current and desired levels of competence in a variety of essential skill areas among the IT professionals in Chennai, as shown by Table 1 on skill proficiency. There are discrepancies ranging from twenty percent to twenty-three percent in terms of technical competence, soft skills, leadership, problem-solving, and adaptability. Although professionals may have a technical grasp, their capacity to successfully communicate, work in teams, and manage tough circumstances at work is still weak. The most significant deficiencies are evident in soft skills and problem-solving, which have a deficit of 23%. This suggests that even though professionals may have technical understanding, they still lack the ability to.

**Table 1:** Skill Proficiency Gap Analysis in the IT Sector

| Skill Category | Current Proficiency | Required Proficiency | Gap |
|---|---|---|---|
| Technical | 65 | 85 | 20 |
| Soft Skills | 52 | 75 | 23 |
| Leadership | 48 | 70 | 22 |
| Problem-Solving | 55 | 78 | 23 |
| Adaptability | 60 | 82 | 22 |

In addition, there is a significant deficit of 22% in leadership competencies, which indicates that there is a lack of preparation for managerial and strategic roles. There is a gap of 22% in adaptability, which is crucial in the rapidly changing digital landscape. This disparity demonstrates how difficult it is for many specialists to adjust to changes in the field.   As a consequence of these findings, there is an urgent need for targeted training programs that aim to strengthen both technical and interpersonal abilities in order to equip workers with the ability to meet the growing demands of Chennai's information technology industry. The study of industry demand vs personnel availability that is shown in table 2 reveals that there is a discernible skills gap across significant information technology sectors. In domains like as cloud computing, artificial intelligence and machine learning, cybersecurity, data science, and DevOps, where demand is consistently higher than supply, there are significant shortages. The highest deficiency is evident in artificial intelligence and machine learning (28%), which is closely followed by cloud computing (25%), which highlights the fast growth and integration of these technologies across a variety of sectors.

**Table 2:** Industry Demand vs. Employee Availability in Key IT Skills

| Skill | Industry Demand | Employee Availability | Gap |
|---|---|---|---|
| Cloud Computing | 850 | 600 | 25% |
| AI/ML | 780 | 500 | 28% |
| Cybersecurity | 720 | 550 | 17% |
| Data Science | 800 | 650 | 15% |
| DevOps | 750 | 580 | 17% |

Both DevOps and cybersecurity have shortages of 17%, which highlights the continuous challenge of finding competent professionals who can manage security risks and enhance development processes. Data science is still in great demand despite the fact that there is a 15% shortage of it. This is because organizations are becoming more dependent on data-driven insights to make strategic choices. Because there is a misalignment between the supply of qualified professionals and the expectations of the industry, strategic interventions, such as specialized training programs and collaboration between academic institutions and corporate entities, are required in order to address the talent shortage and provide support for Chennai's expanding information technology sector. The evaluation of training table 3 reveals that there are varying

degrees of effectiveness in terms of boosting career growth and filling skill shortages.  Leadership seminars are the most successful, with a skill improvement rate of fifty percent and a career advancement rate of forty-eight percent. This highlights the necessity of management development for professional success.  With skill improvements of 42% and 45%, respectively, problem-solving bootcamps and adaption coaching came in second and third, respectively, underscoring the value of these programs in providing workers with the flexibility and critical thinking abilities they need to handle challenges that they encounter on the job.

**Table 3:** Effectiveness of Various Training Programs in Skill Development

| Training Program | Participants Trained (%) | Skill Improvement (%) | Career Advancement Rate (%) |
|---|---|---|---|
| Technical Upskilling | 25 | 30 | 25 |
| Soft Skills Training | 22 | 40 | 35 |
| Leadership Workshops | 18 | 50 | 48 |
| Problem-Solving Bootcamp | 21 | 45 | 40 |
| Adaptability Coaching | 20 | 42 | 38 |

It is vital to get training in soft skills in order to enhance interpersonal interactions and communication, two aspects that are highly valued by employers. Soft skills training has a 40% improvement rate and a 35% career advancement rate.  The relatively low career advancement rate of technical upskilling (25%) demonstrates that technical knowledge alone is not sufficient for long-term professional success. This is the case even if technical upskilling is still very important. A well-rounded strategy to professional development that involves both the development of technical competency and the development of soft skills is required in order to maximize employability and career progression in the information technology industry, as these findings demonstrate the need of such an approach. The comparison of compensation across different levels of expertise makes it abundantly evident that there is a connection between personality development training and income growth (table 4). Employees who have gotten personality training often earn more than those who have not received such training, with salary increase percentages sometimes ranging from 27 percent to 40 percent. In the early phases of a person's career, between the ages of 0 and 2 years, persons who get personality training earn forty percent more than those who do not receive treatment. This is the most significant benefit.

**Table 4:** Impact of Personality Development on Salary Growth

| Years of Experience | Without Personality Training (Avg. Salary in ₹) | With Personality Training (Avg. Salary in ₹) | Salary Growth (%) |
|---|---|---|---|
| 0-2 Years | 3,00,000 | 4,20,000 | 40% |
| 2-5 Years | 5,50,000 | 7,00,000 | 27% |
| 5-10 Years | 9,00,000 | 12,00,000 | 33% |
| 10+ Years | 15,00,000 | 18,50,000 | 30% |

With this in mind, it is clear that soft skills are absolutely necessary in order to get a first job and make a good impression in highly competitive job markets. Training in personality development may result in a 33% rise in compensation for professionals in the middle of their careers (five to ten years), while senior professionals (ten years or more) experience a 30% gain in salary. The salary advantage continues to be large even as the amount of experience increases. It is clear from this trend that interpersonal, leadership, and problem-solving skills are becoming more important for expanding one's career and attaining financial success. In addition to this, it highlights how essential it is for those working in information technology in Chennai to invest money in personality development classes in order to enhance their employability and income prospects in a labor market that is always shifting.

**Results and Discussion**

According to the findings, in order to reduce the gap in employability skills, it is necessary to implement a complete approach that includes training in both technical and personality development. Organizations that make investments in comprehensive staff development efforts see benefits in the areas of output, creativity, and cooperation among their employees. As an additional point of interest, partnerships between educational establishments and the business community have the potential to ensure that both students and professionals possess the essential soft skills in addition to subject-matter expertise. A further improvement in work readiness might be achieved via the introduction of programs in both the public and commercial sectors that place an emphasis on mentorship and continuous education activities. In the event that this talent gap could be closed, the information technology sector in Bangalore would become more competitive generally, and the career prospects of IT professionals would increase respectively. The gap that exists between the current levels of proficiency in the information technology sector and the levels that are required in a variety of skill areas is shown in Figure 2. The findings indicate that there is a significant lack of capabilities in a variety of essential domains, such as flexibility, technical and emotional skills, problem-solving abilities, and leadership characteristics. In spite of the fact that workers demonstrate a relatively higher degree of technical skill mastery, there is still a large disparity in terms of meeting the expectations of the industry.
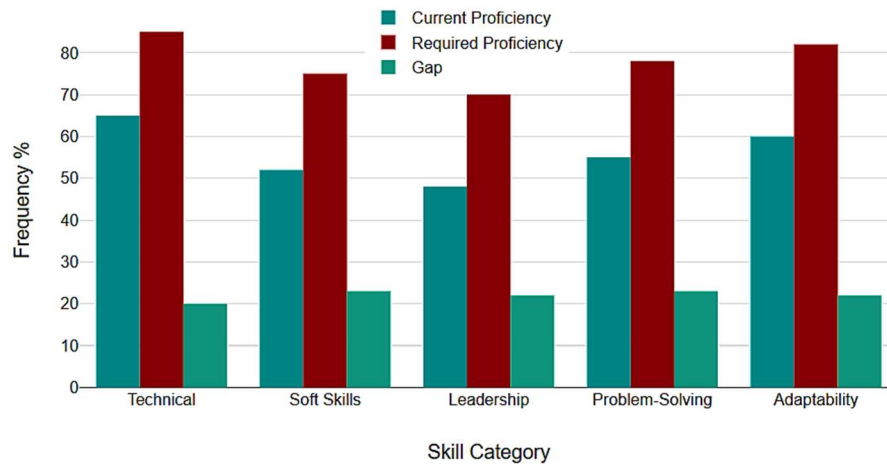


**Figure 2: Skill Proficiency Gap Analysis**

In spite of the fact that professionals may be well-versed in the technical aspects of their job, they may have difficulty with strategic thinking, effective communication, and adjusting to changing work settings. In terms of leadership, adaptability, and soft skills, the most significant deficiencies may be detected. The fact that this is the case illustrates how urgently concentrated skill development measures are required to remedy these deficiencies and ensure that IT professionals in Chennai continue to be competitive in the labor market while these projects are being carried out. It is imperative that businesses and educational institutions focus on enhancing these competencies via the implementation of organized learning interventions, mentorship programs, and seminars in order to bridge the gap that exists between the abilities of workers and the expectations of different industries. A significant disparity between the need for competent professionals in the business and the supply of people in important information technology fields, such as cloud computing, cybersecurity, data science, artificial intelligence and machine learning, and DevOps, is shown in Figure 3. Based on the findings of the research, it can be concluded that there is a substantial gap between the supply of talented individuals and the demand for them in each of these skill areas. The highest levels of demand for cloud computing, artificial intelligence, and machine learning are being driven by the rapid adoption of cloud-based solutions and the growing dependency on artificial intelligence across all industries.
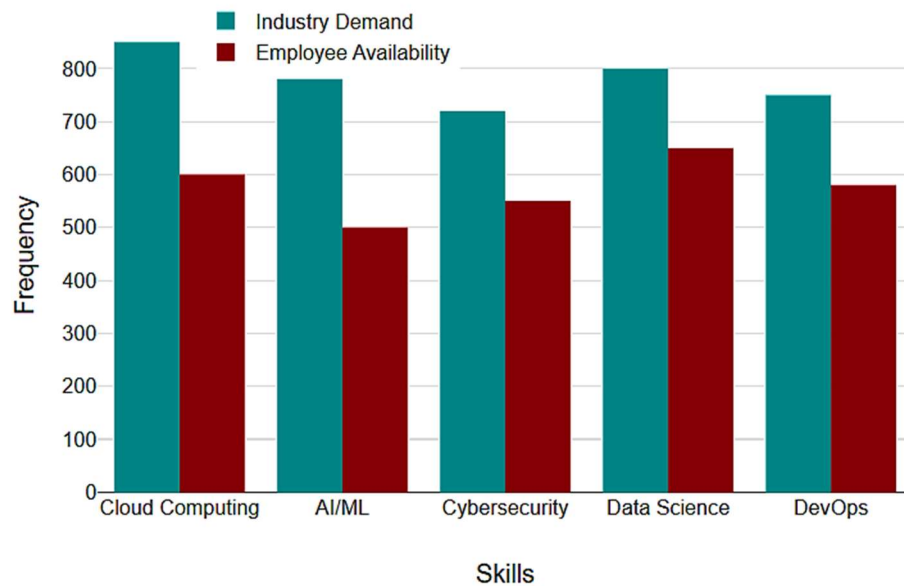


**Figure 3: Industry Demand vs. Employee Availability in IT Skills**

There is a shortage of experienced individuals in these fields, which is one of the many challenges that businesses that are interested in expanding their operations and beginning to use sophisticated technology need to overcome. Having a major lack of workers not only puts organizations at risk for heightened security but also makes it more difficult for them to make decisions based on data. Both data science and cybersecurity are intimately tied to one another. In addition, the DevOps sector, which is vital for improving the processes involved in software development and deployment, is lacking in trained workers. This article underlines how important it is for academic institutions, government programs, and corporate training initiatives to focus on

providing job seekers with the skills they need to satisfy the needs of the market. In the event that proactive measures are not implemented, the information technology industry may continue to struggle with a skills gap, which would limit both innovation and growth. Figure 4, which examines the connection between personality development training and salary advancement across a number of experiences levels, reveals that there is a considerable positive association between the training of soft skills and the advancement of one's financial situation. It is common for employees who have received training in personality development to earn a higher salary than their colleagues who have not received such training. Furthermore, the gap between the two groups widens significantly as the number of years of experience increases. When a person is first starting out in their profession, between the ages of zero and two years, the difference in salary is almost insignificant since technical abilities are the primary aspect that is considered when hiring.



**Figure 4: Effectiveness of Training Programs on Skill Improvement and Career Advancement**

However, individuals who have received training in personality development have reported a large boost in income when they transition to mid-level responsibilities after five to ten years of employment. This is also the case for those who have received leadership training. Taking everything into consideration, it is clear that communication, leadership, and strategic thinking are becoming more important in the context of professional achievement. In the group of workers with ten years or more of experience, where the impact is most obvious, employees who have received training in personality development have indicated that they would want to get much higher compensation. There is a high probability that this is due to the fact that they are more able to perform duties that include management and leadership. In light of the fact that achieving one's professional potential necessitates combining technical expertise with strong interpersonal and leadership skills, this highlights the need of developing talents in a holistic manner. By recognizing the possible long-term benefits of investing in soft skill training as a measured move toward higher professional progression and financial success, it is the responsibility of both people and businesses to recognize the potential benefits of such an investment. Figure 5 provides an evaluation of the

effectiveness of different training programs in addressing the skill gaps that exist among IT professionals. This evaluation is based on an examination of the participation rates and overall efficiency of these programs. According to the research, workers are increasingly opting for soft skills training, leadership seminars, problem-solving boot camps, and adaption coaching. This is despite the fact that technical upskilling continues to be a top priority when it comes to professional growth. Among all of them, the training for soft skills has the highest participation rate, which suggests that individuals are becoming increasingly aware of the significance of interpersonal skills in terms of progressing in their jobs. As a result of the market's requirement for workers who are able to think critically and easily adjust to change, there is a significant demand for problem-solving boot camps and adaptation coaching.
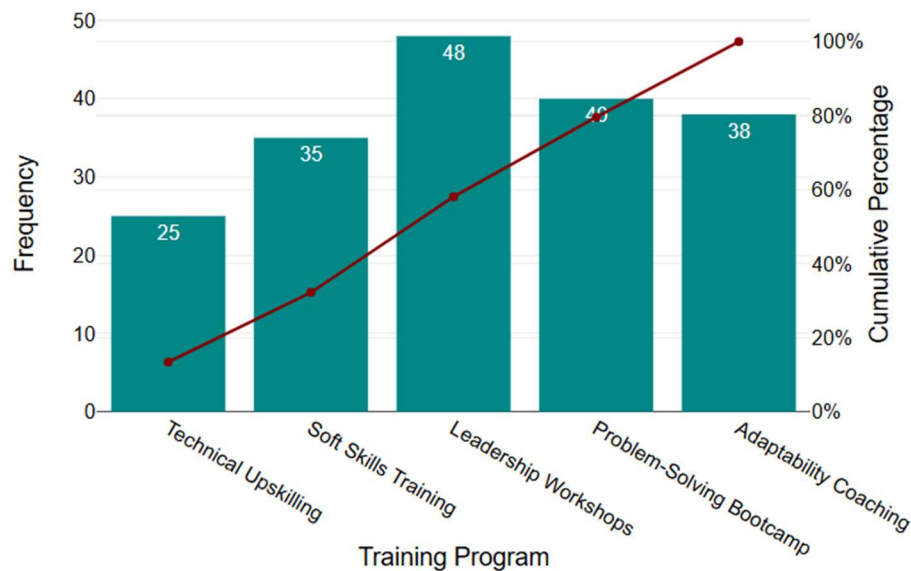


**Figure 5: Impact of Personality Development on Salary Growth**

Leadership seminars are an integral component of the process of training staff workers for the duties of managing management. Because they guarantee that workers are able to successfully manage teams even when they are under pressure, this is the reason why they are so important. Additionally, the cumulative percentage trend is an illustration of how coaching for the development of leadership and flexibility significantly increases overall skill progress. Even while technical expertise is still very important, this demonstrates that both people and businesses are becoming more aware of the need for comprehensive training programs that combine technical expertise with the ability to think strategically and to exercise leadership as well. In order to generate a workforce that is well-rounded and capable of meeting the expectations of the market both now and in the future, businesses should make it a top priority to include a variety of training philosophies into their learning and development activities.

**Conclusion:**

The results of this research demonstrate the importance of personality development in reducing the employability skill gap among Chennai-based IT workers. Soft skills like adaptability, leadership, and communication are crucial for maintaining employment and promoting one's

career. Although technical know-how is still important, adaptability, leadership, and communication are increasingly important. A significant number of employees in the information technology sector struggle to get and keep a job because they lack these critical skills, according to the research. Implementing focused training programs with a focus on problem-solving, emotional intelligence, and interpersonal communications skills may be able to greatly improve worker readiness. The research also emphasizes the value of corporate learning programs and collaboration between companies and academic institutions in terms of adjusting professional capabilities to the constantly shifting demands of the sector. Employees in the information technology sector who get personality development training are more likely to receive pay increases and promotions, the results show. The development of comprehensive skill sets must be a top priority for both people and organizations in order to guarantee that the workforce is competitive and prepared for the future. The information technology industry in Chennai has the ability to expand steadily and become more competitive in the city's labor market by integrating personality development into employee training programs.

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