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## THE ROLE OF SOFT SKILLS AND EMOTIONAL INTELLIGENCE IN MODERN EDUCATION A STUDENT-CENTRIC PERSPECTIVE

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### ABSTRACT

In today's rapidly evolving educational landscape, academic knowledge alone is insufficient for holistic student development. Soft skills [2], such as communication, teamwork, and adaptability, combined with emotional intelligence (EI)—the ability to understand and regulate emotions—are critical for personal and professional success. This study explores the necessity of integrating soft skills and EI into academic curricula from a student-centric perspective. Employing a comprehensive literature review and case study analysis, the research highlights the benefits of fostering these competencies and their impact on students' academic performance, career readiness, and overall well-being. The findings suggest that structured educational interventions can enhance self-awareness, interpersonal relationships, and employability. By advocating for a curriculum that balances cognitive and emotional skills, this paper contributes to the ongoing discourse on modern education reforms.

### KEYWORDS

- Soft Skills
- Emotional Intelligence
- Holistic Development
- Educational Curriculum
- Employability Skills

### INTRODUCTION

Education has traditionally been centered on academic achievement, focusing on cognitive skills and theoretical knowledge. However, as society evolves and workplaces become more

dynamic, the demand for individuals with strong interpersonal skills and emotional intelligence (EI) is growing. Soft skills [2] such as communication, adaptability, leadership, and problem-solving, paired with the ability to navigate emotions effectively, are increasingly recognized as essential for personal and professional success.

From a student's perspective, these skills play a pivotal role in shaping their ability to cope with academic pressures, build meaningful relationships, and prepare for a competitive job market. Emotional intelligence [1], in particular, enables students to understand and regulate their emotions, empathize with others, and handle conflicts constructively, contributing to their mental well-being and social adaptability.



**Figure 1. Comparison of Soft Skills vs. Hard Skills in Education.**

Hard Skills refers to the skills which a person must possess to perform a specific kind of job. For example: To get the job of the programmer, a person needs to have coding skills. On the other hand, Soft Skills are not associated with a particular job, rather it includes the basic skills, i.e, communication skills, leadership skills, work ethics, professional skills, adaptive skills, etc. as it determines the ability of the candidate to gel up in the working environment.

This paper aims to explore the need for integrating soft skills and emotional intelligence into educational curricula, addressing the gap between traditional education and the demands of the 21st-century world. It delves into the benefits of fostering these competencies, presents student viewpoints on their importance, and examines case studies where such integration has led to tangible outcomes. By doing so, the study highlights the transformative potential of

equipping students with skills that extend beyond the classroom, preparing them for a fulfilling life and career. Objectives of this paper are

1. **To assess the importance of soft skills and emotional intelligence in enhancing students' academic performance and overall personal development.**
2. **To explore students' perspectives on incorporating soft skills and emotional intelligence into the academic curriculum for better career and life preparedness.**

The rapidly changing demands of the 21st century have shifted the focus of education from mere academic excellence to the development of holistic skill sets that enable individuals to thrive in various facets of life. Employers, educators, and psychologists emphasize that while technical knowledge is critical, the ability to work effectively with others, adapt to changing environments, and handle emotional challenges is equally, if not more, important.

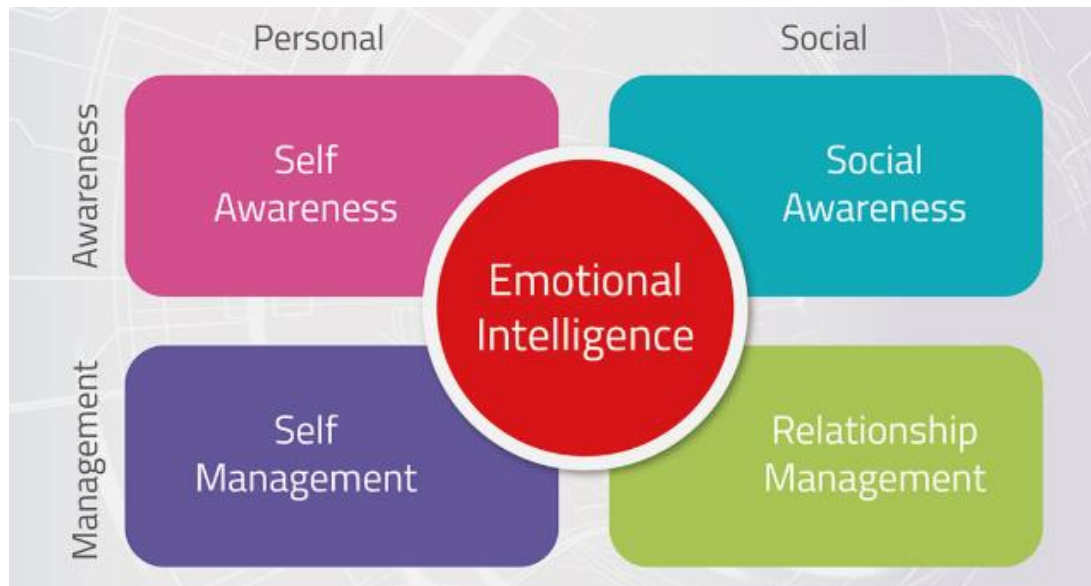
Soft skills [2], which include communication, teamwork, problem-solving, and leadership, complement emotional intelligence—a framework that involves self-awareness, self-regulation, empathy, and social skills. Research suggests that these non-cognitive skills are strong predictors of success, both in professional settings and personal life. Despite this, many traditional curricula focus predominantly on technical and theoretical knowledge, often overlooking the value of soft skills and emotional intelligence.

For students, the lack of structured opportunities to learn and practice these skills can result in challenges such as poor interpersonal relationships, heightened stress levels, and reduced employability. Recognizing this, many educational institutions globally are beginning to integrate soft skills training and emotional intelligence into their programs. However, there remains a significant gap in many academic systems, particularly in incorporating student voices into the design and implementation of such initiatives.

This study focuses on the student perspective, exploring their awareness of the relevance of soft skills and emotional intelligence, and advocating for their inclusion in educational curricula to prepare students for a well-rounded and successful future.

### **Significance of Soft Skills and Emotional Intelligence in Education**

Soft skills [2] and EI enhance academic performance, teamwork, and adaptability. Students with strong EI manage stress effectively and build better relationships. Employers highly value these skills alongside technical expertise. Hands-on training through workshops and experiential learning strengthens these competencies. Integrating EI into education fosters personal growth and career success.



*Figure 2. EI Framework Model*

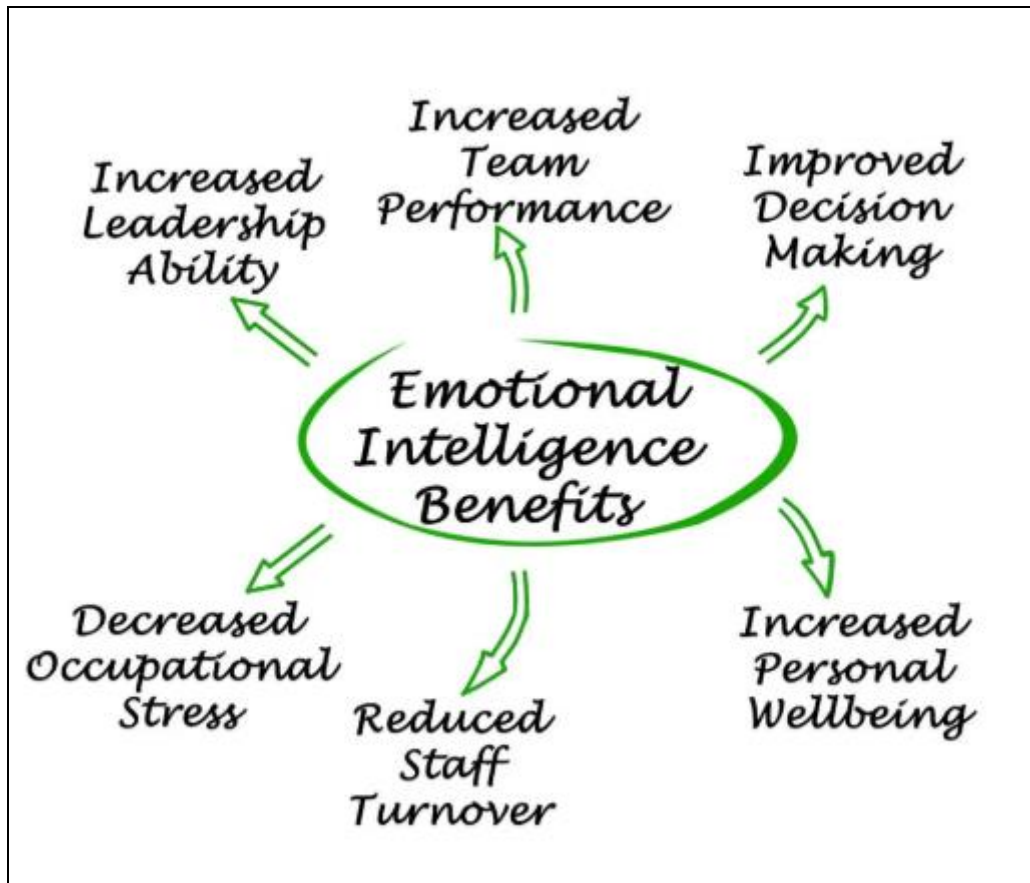
Form the figure 1 we can say that The integration of soft skills and emotional intelligence (EI) into education involves a multifaceted approach aimed at nurturing both interpersonal competencies and emotional well-being. Central to this process is **teacher training**, which empowers educators to model and teach EI effectively. **Experiential learning** methods, such as projects and simulations, allow learners to apply soft skills in real-world contexts. Embedding these skills within the academic framework through **curriculum integration** ensures consistent reinforcement across subjects. Collaboration with employers helps align the skills taught with workplace expectations, while **assessment and feedback** mechanisms provide valuable insights into students' development. **Peer mentorship** fosters a supportive learning environment, enhancing social and emotional growth. Finally, attention to **emotional well-being** promotes a healthy, balanced learning experience. Together, these elements create a comprehensive ecosystem for soft skill and EI development in education.

## Related Works

### 1. Curriculum Integration of Soft Skills and Emotional Intelligence

- **Incorporate Dedicated Courses** Schools and universities should introduce mandatory courses focused on soft skills and emotional intelligence. Topics could include communication skills, conflict resolution, leadership, teamwork, emotional regulation, and self-awareness. These courses can be integrated into existing programs or designed as standalone modules.

- **Embed EI Across Subjects** Instead of offering standalone courses, soft skills and emotional intelligence can be incorporated into existing subjects, especially those that emphasize teamwork, critical thinking, and real-world problem-solving (e.g., group projects, case studies).



*Figure 3-Benefits of Emotional Intelligence in Students.*

## 2. Experiential Learning Opportunities

- **Workshops and Seminars** Organize regular workshops and seminars on EI and soft skills that provide students with practical, hands-on training. These can be facilitated by experts or through peer-led initiatives, focusing on emotional regulation, empathy-building, and effective communication.
- **Group Projects and Collaborative Learning** Encourage collaborative learning environments where students can practice teamwork, leadership, and conflict resolution. This can be through group assignments, debates, and peer collaborations that allow students to apply soft skills in real-time situations.

- **Internships and Volunteer Programs** Provide students with opportunities for internships and volunteer experiences that emphasize interpersonal skills and emotional intelligence, allowing them to navigate professional environments and diverse teams.

### 3. **Teacher Training and Development**

- **Professional Development for Educators** Teachers should be trained to recognize the importance of soft skills and emotional intelligence in student development. Educators should also be equipped with the tools to integrate these skills into their teaching methods and classroom management strategies.

- **Emotional Intelligence for Educators** Provide training for teachers on how to foster emotional intelligence within students. This includes being aware of students' emotional needs, promoting a safe and supportive classroom environment, and modeling empathy and conflict resolution.

### 4. **Peer Mentorship Programs**

- **Student-Led Initiatives** Develop peer mentorship programs where older or more experienced students help guide younger students in the development of emotional intelligence and soft skills. These mentorship programs can include group discussions, role-playing, and reflection activities to foster emotional awareness and interpersonal relationships.

- **Student Support Networks** Establish student-led support networks that focus on building emotional resilience, offering advice, and creating spaces for students to discuss personal and academic challenges.

### 5. **Assessment and Feedback Mechanisms**

- **Holistic Evaluation Methods** Traditional assessments based solely on academic performance should be complemented by assessments that evaluate soft skills and emotional intelligence. This could include peer evaluations, self-assessments, and teacher feedback on communication, leadership, and collaboration during group activities.

- **Feedback Systems** Implement systems where students can regularly receive feedback on their emotional intelligence and soft skills development. This feedback could come from peers, mentors, or faculty members and help students understand their strengths and areas for growth.

### 6. **Promote Emotional Well-being**

- **Counseling and Support Services** Provide counseling and emotional support services to help students manage stress, build resilience, and improve emotional regulation. Offering



workshops on mindfulness, stress management, and mental health can help students develop emotional intelligence.

- **Safe and Inclusive Environment** Create a learning environment that values emotional safety, inclusivity, and mental well-being, which in turn nurtures emotional intelligence and supports the development of soft skills like empathy and communication.

## 7. Collaboration with Employers

- **Industry Partnerships** Collaborate with businesses and organizations to ensure that the curriculum aligns with the real-world demands of employers. These partnerships can provide insights into the specific soft skills and emotional intelligence traits that are valued in various industries, allowing the curriculum to be more responsive to market needs.

## METHODOLOGY

**Methodology** This study employs a qualitative research approach, incorporating a literature review and case study analysis to examine the integration of soft skills and emotional intelligence into academic curricula. The literature review includes scholarly articles, institutional reports, and policy papers that discuss the impact of non-cognitive skills on student outcomes. Case studies were selected based on their relevance to higher education and the practical implementation of EI and soft skills training. Data sources include published research from educational institutions, industry reports on employability skills, and international academic frameworks. The analysis identifies key trends, benefits, and challenges associated with embedding soft skills and EI in academic settings. This methodological approach ensures a comprehensive understanding of best practices and provides actionable recommendations for curriculum enhancement.

This research adopts a secondary data analysis approach to examine the significance of integrating soft skills and emotional intelligence into academic curricula from a student perspective. Secondary data is sourced from existing literature, including academic journals, books, reports, and case studies, as well as data published by educational institutions, government bodies, and international organizations.

The methodology involves

1. **Literature Review** Analyzing scholarly articles and reports on the importance of soft skills and emotional intelligence in education, with a focus on student outcomes.
2. **Case Studies** Reviewing documented examples of institutions that have implemented programs focusing on soft skills and emotional intelligence to assess their impact on students.

**3. Data Analysis** Extracting relevant statistics, survey findings, and expert opinions from credible sources to evaluate trends, challenges, and benefits related to the integration of these skills in curricula.

By relying on comprehensive and credible secondary data, this study provides insights into the necessity of these competencies in education, identifies gaps in current practices, and supports recommendations for curriculum development that aligns with students' holistic growth and employability needs.

### **Literature Review & Research Gap**

The integration of soft skills and emotional intelligence into educational curricula has been widely recognized as essential for holistic student development. Previous studies emphasize the importance of non-cognitive skills in enhancing employability, reducing academic stress, and fostering better interpersonal relationships. However, a significant research gap exists in understanding student perspectives on the direct impact of EI-based educational interventions. While much of the existing literature focuses on employer expectations and institutional strategies, limited research explores how students perceive, adopt, and benefit from these competencies within their academic journey. This study aims to bridge this gap by presenting an in-depth analysis of student experiences and advocating for curriculum enhancements that align with both industry requirements and student needs.

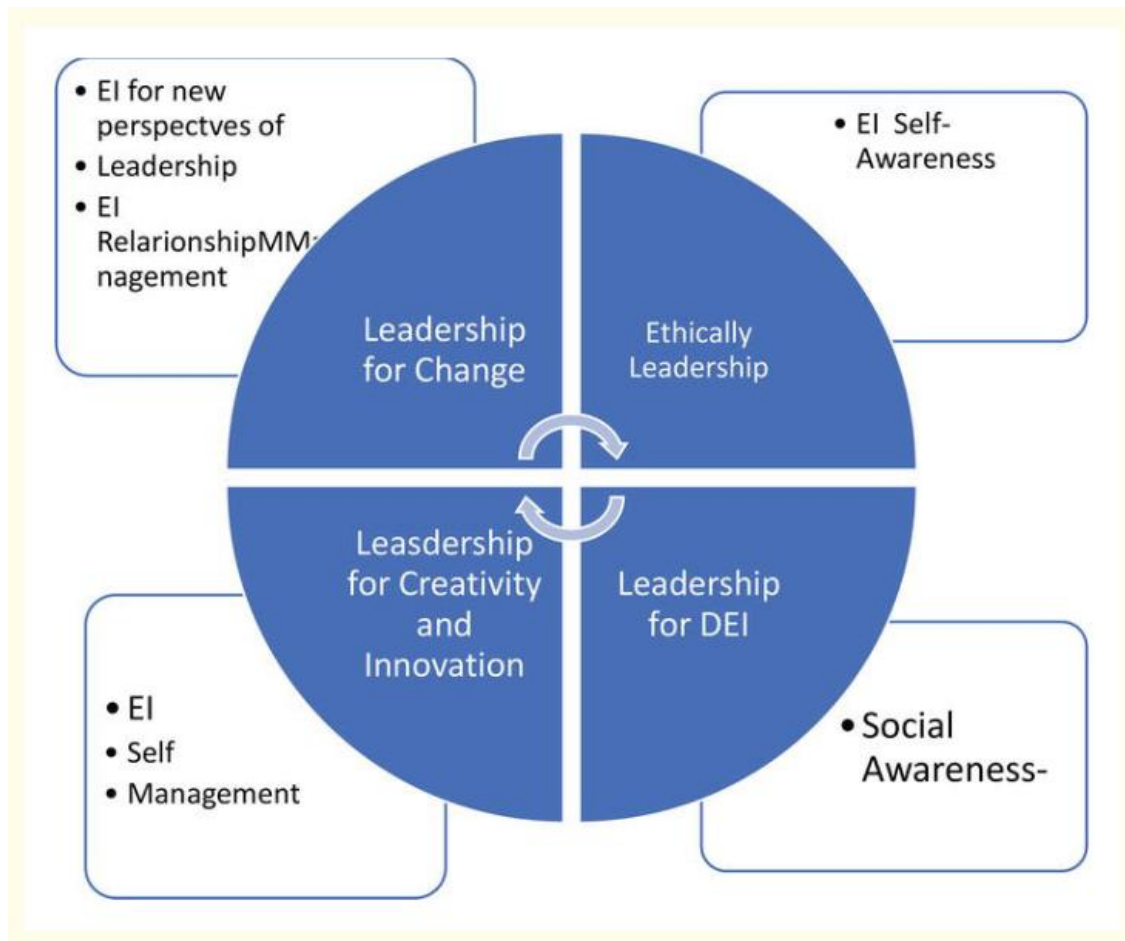
The discussion underscores the urgency of integrating non-cognitive skills into mainstream education, emphasizing the transformative potential of a balanced academic approach. By bridging the gap between traditional education and modern workforce expectations, institutions can cultivate well-rounded graduates who excel academically, professionally, and personally.

### **Gaps in Current Educational Curricula**

Despite the growing recognition of the importance of soft skills and EI, many institutions still do not provide structured programs to develop these skills. Surveys indicate that students feel unprepared for real-world challenges due to limited focus on emotional regulation, leadership, and communication. Without formal training, students struggle with stress management, conflict resolution, and workplace adaptability.

To address these gaps, educational institutions must move beyond traditional rote learning and incorporate a balanced approach combining technical knowledge with interpersonal skills.





*Figure 4- Industry Expectations of EI in Graduates.*

## Strategies for Integration

### 1. Structured EI Training in Curricula

Institutions should introduce EI-focused courses as part of the core curriculum. For example, universities such as Harvard and Yale have successfully implemented leadership and EI training in their management programs. Including case studies, role-playing exercises, and real-world problem-solving scenarios can enhance students' EI skills.

### 2. Experiential Learning Opportunities

Hands-on learning opportunities, such as workshops and leadership activities, should be integrated into academic programs. Studies show that students who participate in extracurricular activities, such as student government, peer mentoring, and internships, develop stronger emotional intelligence and leadership skills.

### 3. Industry Collaboration and Mentorship Programs

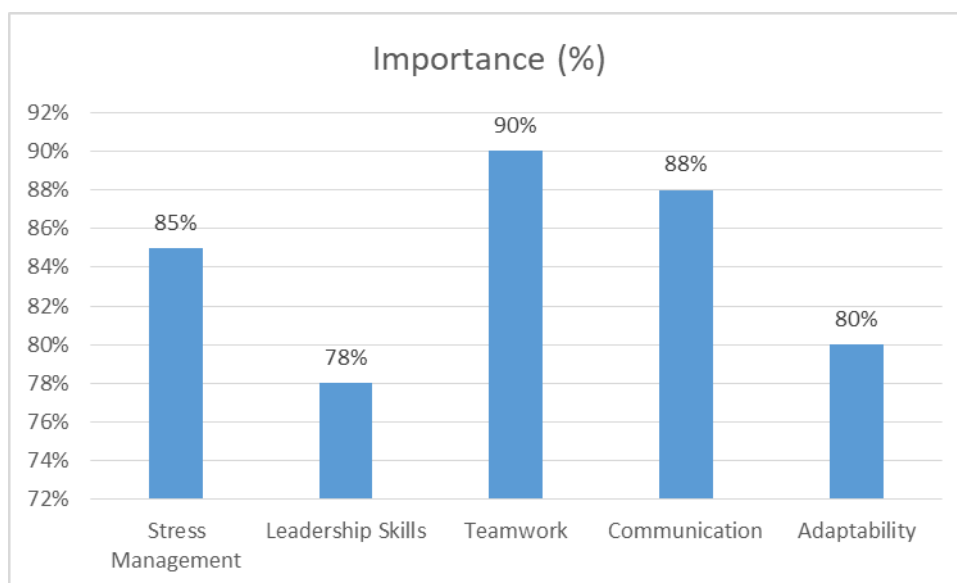
Collaboration with industry professionals can provide students with real-world exposure. Mentorship programs where students receive guidance from industry leaders can enhance

their interpersonal and problem-solving skills. This approach also helps bridge the gap between academia and the job market.

#### 4. Holistic Teaching Approaches

A balanced approach that combines technical and interpersonal skills is essential. Professors and educators should incorporate interactive teaching methodologies such as debates, group discussions, and collaborative projects. By fostering an environment that values emotional intelligence, institutions can prepare students for a competitive and dynamic workforce.

#### Analysis



**Figure 5: Survey Results on Student Perception of Emotional Intelligence.**

Aspect	Findings
<b>Importance of Soft Skills and Emotional Intelligence</b>	<ul style="list-style-type: none"> <li>- Soft skills like communication, leadership, and teamwork are crucial for academic success and employability.</li> <li>- Employers often value these skills as much as or more than technical expertise.</li> <li>- Emotional intelligence (EI) helps students manage stress, build relationships, and navigate academic/work challenges.</li> <li>- Higher EI correlates with better academic performance and peer collaboration.</li> </ul>
<b>Student Perspectives</b>	<ul style="list-style-type: none"> <li>- Students recognize the value of soft skills and EI but feel their education does not adequately address these areas.</li> <li>- Many report a lack of formal training in emotional intelligence, stress management, and communication skills.</li> <li>- Students advocate for structured courses or workshops to develop these competencies.</li> </ul>
<b>Case Studies of</b>	<ul style="list-style-type: none"> <li>- Institutions that include EI-focused workshops and soft skills</li> </ul>

Aspect	Findings
<b>Curriculum Integration</b>	training see higher student satisfaction and better academic/job outcomes. - Experiential learning approaches (e.g., group projects, internships, leadership roles) provide hands-on practice and improve learning outcomes.
<b>Gaps in Current Education Systems</b>	- Current systems emphasize traditional academics over non-cognitive skills. - A more balanced approach integrating cognitive and non-cognitive skills is recommended to prepare students for academic and professional success.

## RESULTS & DISCUSSIONS

- Soft skills [2] such as communication, teamwork, problem-solving, and adaptability are crucial for academic success and personal growth. Research consistently shows that students who possess strong soft skills perform better in group assignments, presentations, and class discussions.
- Emotional intelligence [1] (EI), particularly self-regulation and empathy, is positively correlated with academic performance. Students with higher EI can manage academic stress, engage more effectively with peers and teachers, and demonstrate resilience in the face of challenges.
- Studies indicate that students who develop emotional intelligence are more likely to experience greater self-awareness, which leads to better decision-making, improved conflict resolution, and a greater ability to navigate academic pressures.
- A significant body of research highlights that emotional intelligence enhances interpersonal relationships and social adaptability, contributing to a supportive learning environment and better overall well-being.
- Students generally recognize the importance of soft skills and emotional intelligence in preparing for future careers. A large portion of students surveyed believes that emotional intelligence is critical for building effective relationships and managing workplace stress.
- Many students report that while they acknowledge the value of these skills, they feel the current curriculum does not adequately address them. Students express a desire for more practical, hands-on training in areas such as communication, leadership, and emotional regulation.
- Focus group discussions reveal that students often seek more structured opportunities to develop these skills, such as dedicated workshops, extracurricular activities, and courses that specifically focus on EI and soft skills.

- Students also stress the need for educational institutions to provide a more holistic approach to education, one that integrates both academic and emotional growth, preparing them for the complex emotional dynamics of the workplace and personal life.
- Some students argue that soft skills and emotional intelligence are necessary to complement their technical knowledge, particularly in an increasingly collaborative and globalized job market. They view these skills as vital for succeeding in interviews, internships, and job placements.
  - Based on the analysis, the research advocates for the incorporation of soft skills and emotional intelligence into the core curriculum. Schools and universities should consider adding mandatory courses, workshops, or seminars on topics such as emotional regulation, conflict resolution, leadership, and communication.
  - Furthermore, teaching strategies should evolve to include collaborative learning, problem-solving, and experiential activities that allow students to practice these skills in real-life scenarios.

**Future Implications** The findings of this study have several important implications for the future of education policy and curriculum development. First, educational institutions should prioritize the integration of soft skills and emotional intelligence training within formal curricula to ensure students are better prepared for the evolving job market. Second, policymakers should develop standardized frameworks for assessing and embedding EI training in various academic disciplines. Third, educators must undergo professional development programs to effectively teach and evaluate students' emotional and interpersonal competencies. Finally, future research should focus on longitudinal studies to measure the long-term impact of EI-based interventions on student success, career progression, and well-being. By embracing these changes, academic institutions can cultivate graduates who are not only knowledgeable but also emotionally intelligent and adaptable to future workforce challenges.

## CONCLUSION

The integration of soft skills and emotional intelligence into educational curricula is no longer optional but essential in preparing students for the complexities of the modern world. While academic knowledge remains important, the development of competencies such as communication, empathy, self-regulation, and problem-solving is equally critical for students' overall growth and success. The findings of this research indicate that students

recognize the importance of these skills and are eager for their inclusion in formal education to better equip them for personal, academic, and professional challenges.

Educational institutions, however, must address the gap between current curricula and the growing need for these non-cognitive skills. By integrating soft skills and emotional intelligence into academic programs, schools and universities can help students develop a balanced skill set that prepares them not only for the workforce but also for effective interpersonal relationships and emotional well-being.

In conclusion, fostering a holistic approach to education that values both academic and emotional growth will better prepare students for the future, ensuring they are capable, adaptable, and resilient in an ever-evolving world. By prioritizing the development of these skills, educational systems can contribute significantly to the creation of well-rounded individuals who are ready to thrive in both their careers and their personal lives.

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