



EXAMINING THE EMPLOYABILITY SKILLS OF GRADUATES FROM AN INDIAN CONTEXT: AN OVERVIEW

Dr. D. N. Patil* **Mr. Suleman M Hattarakihal****

**Professor & Chairman, Department of Studies in Economics
Rani Channamma University, Belagavi.*

***Research Scholar, Department of Economics, Rani Channamma University, Belagavi & Assistant
Professor, Anjuman Arts, Science & Commerce College, Vijayapur.*

Abstract:

Employers today look for certain qualities and skills in their prospective employees in addition to the academic qualifications which make the job market very competitive. These skills are called 'Employability skills. These skills may not be job-specific, but enhance and improve the individual's performance and value at the workplace. Every Graduate Student dreams for a job with good remuneration once he/she receives a degree. But many of the graduates are not able to get an employment and those students who are getting the employment they are being paid with less salary even after investing a lakh of money on their higher education. The general reason found behind this situation is a gap between what skills the industry/employers are expecting and what the skills graduate students are having with them. The present research paper discusses about the issues, concerns related to the Employability skills which every graduate should possess to get an employment opportunity. Paper also suggests some remedial actions to resolve the employment problems of the same students and promote the concept of Entrepreneurship where students will become 'Job giver' than 'Job seeker'.

Keywords: *Employability Skills, Higher Education, Job Market.*

Introduction

Skill development has been considered one of the critical aspects for employment creation in India. India has unique demographic advantage with more than 60% of the population is in young age group. But in order to get dividend from such large work force, employability has to be improved. As per current statistics only 20% of the fresh graduates are employable and rest of the 80% lack skills required for eligible to be hired by corporate. India's GDP is growing at great rate of around 6-8% but job creation is not catching up with it.

What is Mean by Employability Skills?

Employability is the ability of any graduate to get the job with the help of some required skills (Harvey, 2001). Employability skills are some basic skills which are necessary for getting, performing and maintaining job (Robinson, 2008). Employability is defined as: "A set of achievements – skills, understandings and personal attributes – that makes graduates more likely to gain employment and be successful in their chosen occupations, which benefits themselves, the workforce, the community and the economy."

Objectives

1. To study about employability skills
2. To study the current status of employability in India
3. To provide suitable solutions to enhance employability skills among the graduates.



Research Methodology

The study was made on purely secondary source of data. Which consists magazines, newspapers, reports published by government authorities and private organisations and various websites of government.

Employability skills expected by the employers

From the employers’ perceptions, they viewed that “applying theory into practice” is the most important skill that a graduate should have. A number of studies found that the expectations of employer on graduates in relation to university education appear to be strongly influenced by highly context-bound interpretations of desirable graduate capabilities, competencies and the professional attributes of a profession. Both Marock (2008) & Pool (2007) state that young adults entering the world of work in the 21st century are required not only to be employable but also to sustain their employability during their careers by constant acquisition and updation of skills.

These skills were seen to have relevance to both entry-level and established employees. It was also recognized that the skills would be prioritized and adapted to suit various job-roles. The eight identified skills are:

1. Communication skills that contribute to productive and harmonious relations between employees and customers
2. Teamwork skills that contribute to productive working relationships and outcomes
3. Problem solving skills that contribute to productive outcomes
4. Self-management skills that contribute to employee satisfaction and growth
5. Planning and organizing skills that contributes to long-term and short-term strategic planning
6. Technology skills that contribute to effective execution of tasks
7. Life-long learning skills that contribute to ongoing improvement and expansion in employee and company operations and outcomes
8. Initiative and enterprise skills that contribute to innovative outcomes.

Employability and Indian Graduates

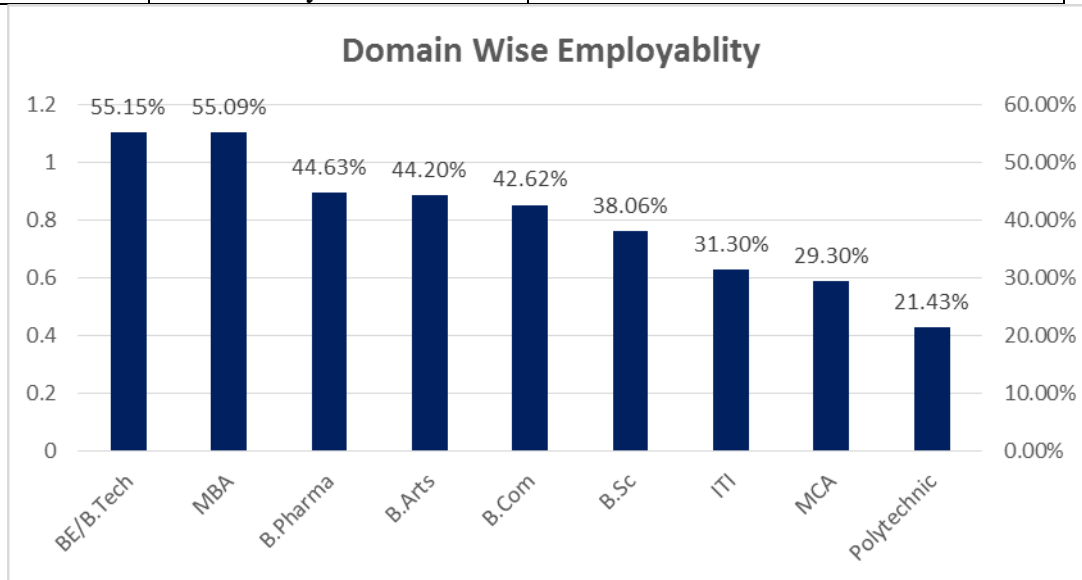
India is rapidly transitioning in to a powerful economy, our education system still hovers around traditional methods of teaching where onus is given to ‘scoring marks’ or taking ‘good grades’ than the practical skills which make them employable.

1. In India, National Employability Report³ by Aspiring Minds states that 80% of engineering population is unemployable.
2. According to Skill India Report 2022, as many as 46.2 per cent of students are employable in 2022 as compared to 45.9 per cent in 2021. While this is a rise, it is still less than the pre-pandemic numbers. In 2019, 47.38 per cent of Indian talent was employable. The data of each domain can be seen in following table.

Domain Wise Employability 2022		
Sl. No.	Domains	Employability in per cent
1.	BE/B.Tech	55.15%
2.	MBA	55.09%
3.	B.Pharma	44.63%
4.	B.Arts	44.2%
5.	B.Com	42.62%

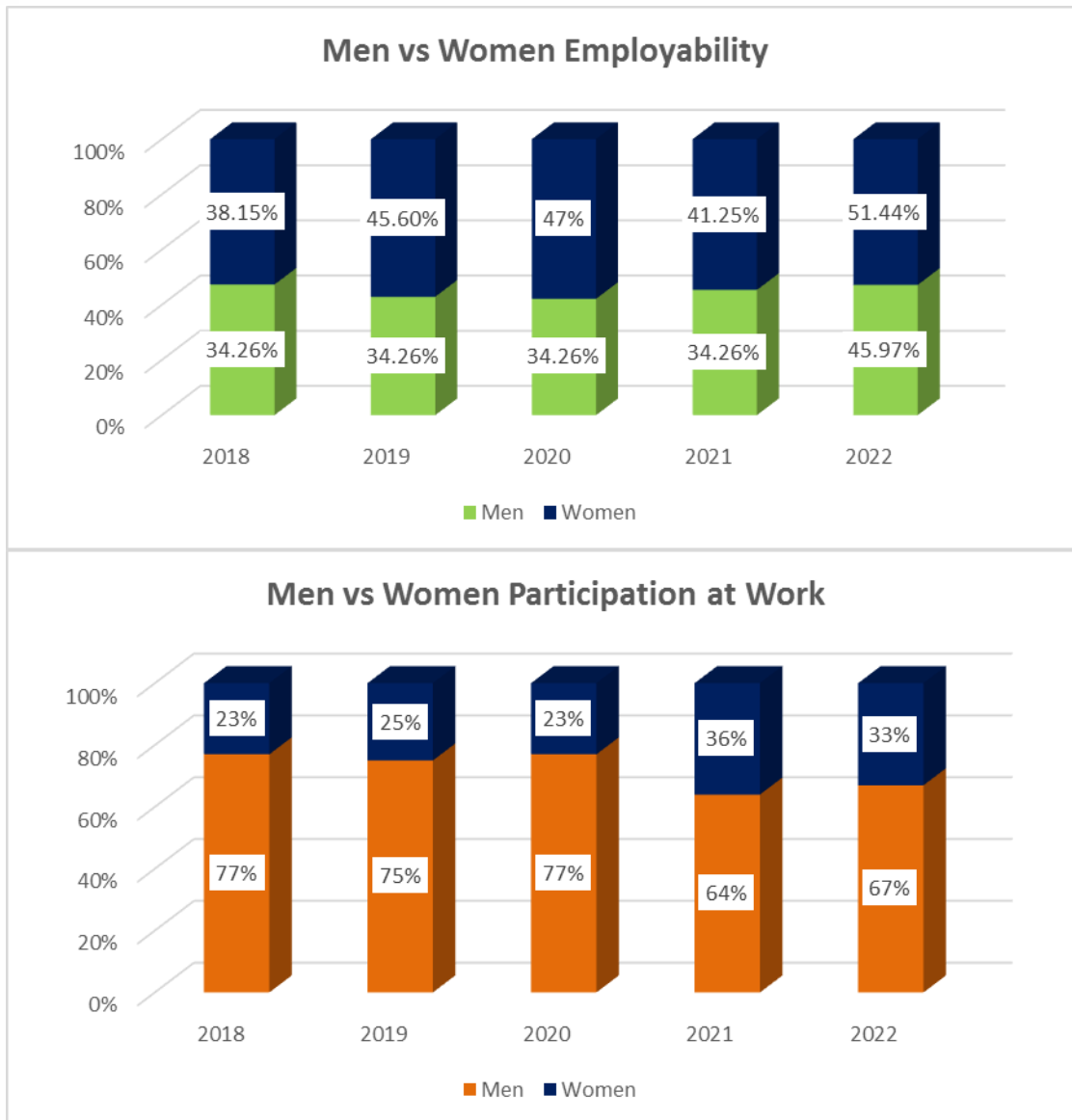


6.	B.Sc	38.06%
7.	ITI	31.3%
8.	MCA	29.3%
9.	Polytechnic	21.43%



3. Employability in men verses women. According to India Skill Report 2022, in the year 2022 employability of women is 51.44% whereas men employability is 45.97% which is less than women. But in participation at work men is more than women, in same year Men participation rate is 67% whereas women participation rate is 33% only. The data for last seven years can be seen in following table as well as in diagrammatic form.

Year	Employability		Participation at Work	
	Men	Women	Men	Women
2018	34.26%	38.15%	77%	23%
2019	34.26%	45.6%	75%	25%
2020	34.26%	47%	77%	23%
2021	34.26%	41.25%	64%	36%
2022	45.97%	51.44%	67%	33%



Enhancing employability skills

Enhancing the employability skills of university graduates is an area that is receiving much attention at present. Although there is much debate on what constitutes graduate employability skills, they are generally accepted as the knowledge, skills and attributes that graduates should have developed to be effective in the workplace, to the benefit of themselves, their employer and the wider economy.

The most fundamental element of any effort to enhance employability of graduates is to understand what makes the graduates employable. The universities and HEI (Higher Education Institutions) have to take responsibility to identify the essential skill set needed for the graduates to be employable. So that the graduates can be trained according to the employers need.

Employability skills among the graduates can be enhanced by

- Universities can work to develop employability skills in their students by providing academic staff with relevant support and resources, integrating these skills into curriculum and course



design, providing students with work placements and exposure to professional settings and providing advice and guidance through career services.

- Connecting Higher Education and Industry
- Universities, industries and businesses can work more closely together to accomplish mutual goals.
- Universities and higher education institution can establish stronger ties to professional bodies and businesses in their locale
- Industries can work through professional bodies to help shape and inform up-to-date curriculum and course design
- Graduate Careers and Employment services can link students with employers and facilitate events which bring employers on campus
- Universities can invite business representatives to actively participate through formal structures and committees.
- Professional bodies can develop their own professional competency frameworks which can be used as tools to determine eligibility for membership and to assess for areas requiring professional development.
- Professional bodies should be the governors and protectors of curriculum. They should advocate for the profession as a whole’.
- Innovative learning, teaching and assessment methods which promote students to understand and help them to engage in ‘deep’ learning which will enhance their employability.
- Involving employers in the education experience, for example, through placements, case studies, delivery of guest lectures, can help students appreciate the relevance of their course and learn how to apply theory and knowledge in practical ways in the workplace.

Conclusion

India already have been referred as a ‘Knowledge Economy’ by the World Bank with a vision India has maximum potential to achieve leadership in various sectors like IT, Healthcare, Science and Technology and many more. In today’s scenario private as well as public sectors giving chance to those who are having a extra ‘Skill Quotient’ in addition to Educational Qualification because only becoming the Degree Holder with a vast amount of theoretical knowledge with very little gain of key skills is not acceptable.

References

1. Husain, Mohd. Yusof, Seri bunian Mokhtar, et al. “Importance of Employability Skills from Employers Perspective,” Science Direct, Procedia Social and Behavioural Sciences. Vol. 7 (c), 2010.
2. <https://indiaeducationforum.org/pdf/ISR-2021.pdf>
3. <https://wheebox.com/india-skills-report.htm>
4. Skills and Employability Department International Labour Organization “Enhancing youth employability: What? Why? and How? Guide to core work skills” first publish 2013 downloaded at ILO website <http://www.ilo.org>
5. P.Vanitha and Dr. A.T.Jaganathan. “A study on Enhancing Employability Skills of Graduates in India” IJTSRD, Vol.2, 2018.
6. Yorke, M., “Employability in higher education: what it is – what it is not”, Enhancing Student Employability Coordination Team (ESECT), The Higher Education Academy, 2006.
7. <https://www.skillindia.gov.in/> .