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Employability Skill among Engineering and Management Graduates - A Review of Related Literature

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Abstract

Employability skill gap among Indian graduates and the demand for equity based remedial intervention in higher education to increase employability skills of rural graduates is of grave concern both to policy makers and the industry and educational foundations. This challenge is bearing on Indian industries in its power to provide quality manpower to evaluate up to global standards; higher educational establishments in India are critically questioned for such a predicament. In spite of various steps undertaken by universities and corporations to equip Indian graduates with employability skills, the efforts have been grossly piecemeal and outcomes abysmally poor. Enhancing the skills and application of knowledge through specific training will enable the workers to do their tasks in the best possible way and that is the demand of the hour.

Keywords: Employability, graduates, educational institutions, quality manpower.

Introduction

The quality of the graduates depends very much on the quality of education, which is itself dependent upon developments in curricula. This review paper will lay forward a list comprised of the skills needed by the employers of our country & will help to evaluate the available similarities & the difference of these enlisted skills. All these information's are gathered from the articles, journals, paper & reports. Over all the frame work suggest that the graduates should acquire & demonstrate a set of generic skills such as Effective communication, Inter personal skills, Personal presentation skills, Technical knowledge, Leadership skills, Self-assessment & Goal setting.

Padmini. I (2012)¹ in her study entitled "EDUCATION VS EMPLOYABILITY- THE NEED TO BRIDGE THE SKILL GAP AMONG THE ENGINEERING AND MANAGEMENT GRADUATES IN ANDHRA PRADESH" Education and training create assets in the form of cognition and skills which increases everyone productive capacity of men and this is brought up to a human capital. The purpose of the study was to throw light on the employability skills required for technology and management graduates, to discuss the initiatives taken by the State Government towards skill building of technical students, to explore how soft skills can be integrated with curriculum thereby grooming the professional students for employment the author used secondary data that soft skill are identified to be the most critical skill and the current job market especially in the area of technology. It concluded that the HR in term of quality and quantity is India's biggest assets, to gear up the education system through several innovations and initiatives.

Nidhi Pandey. A (2012)² in his study entitled "AWARENESS OF LIFE SKILLS FOR JOB SUSTAINABILITY AMONGST MANAGEMENT STUDENTS" "The aim of the survey was to distinguish the significant factors affecting employability of MBA students. The sampling technique used was random sampling technique. The data were collected and the study used was primary data. The findings revealed that the attempt to find out the level of awareness of life skills among professional students, which are deemed necessary by any employer for an employee. The survey was concluded that the life skills dealing to train and to cope up the loss and stress and at the same time develop critical thinking are needed

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Among the young's.

Divya Shukla (2012)³ in her study entitled "EMPLOYABILITY SKILL AMONG PROFESSIONALS – CHAGRIN OF HR EXECUTIVES IN INDIAN LABOR MARKET: A STUDY ON ENGINEERING GRADUATES OF BHOPAL" The aim of the study was, to identify the point of employability skill among students. Its differences based on the respondents' demography details and to facilitate suggestive measure in this esteem. Tools such as used t-test. The study concluded that, the redesigning of the university curriculum with more apprenticeship and live industry projects will facilitate the pre job training which will surely raise the employability among graduates.

Varwandkar Ajit (2013)⁴ in his study entitled "FACTORS IMPACTING EMPLOYABILITY SKILLS OF ENGINEERS" The aims of the study were, to identify the factors affecting the employability of engineering graduates in the state of Chhattisgarh. Tools such as used Regression analysis. Regression analysis. The study concluded that, the means of the variables domain knowledge, empathy, communication skills & managerial ability have significant impact on the employability of engineering grads. Yet the independent variable 'Motivation' has not been discovered to have caused any significant impact on the employability of engineering graduates.

Vane Bhagwath et al (2013)⁵ in her study entitled "EMPLOYABILITY SKILLS OF MBA STUDENTS IN DELHI-NCR" The primary aim of the study was, to throw light on the employability skills needed for management graduates and to evaluate the employability skills of MBA students in particular in the National Capital Region of Delhi. The aim of this survey was to evaluate the employability skills of MBA students of the selected management institutions operating at NCR. The research design employed for this work was a descriptive-correlational research design. The study concluded that, the institutions can do updating the curriculum or course content, Enhancing their intellectual capital, Adopting optimal HR policies.

Rajanibala J. Shah et al (2014)⁶ in his study titled "A STUDY ON FACTORS AFFECTING EMPLOYABILITY SKILLS OF MANAGEMENT STUDENTS" The aim of the study was, to study the present scenario of market prospects for management students and to determine the factors of employability for them. The statistical tools used were exploratory factor analysis and ANOVA. The findings revealed that major factors are analytical skills and self-understanding, general management and workplace culture, leadership and problem solving ability and communication. The study suggests that, the management institutes should start continual training and workshop programs for familiarizing the students about the current demand and market prospects of the different employers of different sectors.

Hari Prasad. N et al (2014)⁷ in his study entitled "ALARMING EMPLOYABILITY SKILLS DEFICIENCY AMONG BUDDING ENGINEERING GRADUATES – A STUDY ON ENGINEERING GRADUATES IN CHITTOOR DISTRICT" The aims of the study was, to identify the employability skills among aspiring engineering graduates. To distinguish and evaluate CTEEP (Corporate Training and Employability skill Empowerment Program) and STEP (Student Training and

Empowerment Program). The survey concluded that, Peer Group Impact and Personal experiences play a key function in training skills. Focus group discussions and professional networking can assist to attain quick employment. Continuous interview attempts and answering updated questioners related to technical aspect helps to reach and sustain corporate employment.

Rubvita Chadha et al (2014)⁸ "INDUSTRY'S REQUIREMENT FOR EMPLOYABILITY OF MANAGEMENT STUDENT IN PRESENT SCENARIO" The purpose of the work was, the industry's requirement for employability of a management student in present scenario. The statistical tools used were mean and standard deviation. The study suggests and concluded that, the offer more practical training, develop their conversational skills, outsource to professional organizations specializing in improving employability skills, send their students to visit industries periodically, invite experts from industries to interact with students - take steps to train their teachers to orient them on the skills demanded by the industry, take measures to enhance students' confidence level, organize frequent personality development workshops and encourage institute-industry interaction.

Chithra. R (2013)⁹ in her study entitled "EMPLOYABILITY SKILLS -A STUDY ON THE PERCEPTION OF THE ENGINEERING STUDENTS AND THEIR PROSPECTIVE EMPLOYERS" The aim of the study was to know the perception of Employers as well as the employees towards employability skills needed for entry level engineering graduates in multinational software companies. It is an exploratory study. Two sets of questionnaires were developed to assess the perception of skill set required by employers and graduate students. The survey discloses that there is a significant divergence between the perceptual experience of students and their employers. The study concluded that, the students with work experience have better awareness of the employability skills than the students with no employment experience. Enhancing the skills and application of knowledge through specific training will enable the workers to do their tasks in the best possible way and that is the demand of the hour.

Iuliana parvu et al (2014)¹⁰ in his study entitled "IDENTIFICATION OF EMPLOYABILITY SKILLS – STARTING POINT FOR THE CURRICULUM DESIGN PROCESSES" The purpose of the study was, to identify the set of skills, knowledge and competencies expected from the graduates in financial accounting and management. The findings bring out that the significant balance is held by policies that are related to involvement of higher education institutions in increasing the employability of the future graduates by building up academic plans based on the development of competencies and skills necessary for the project marketplace. The study suggests that, the Globe and National studies on transversal skills expected by employers of university graduates in economics as well.

Wheebox (2014)¹¹ Pitches for improving the training system in India (Parda Phase: Oct. 2014) -HRD Minister Rajnath Singh, on Friday said that it is important to concentrate on skill development. Not even one Indian university featured in the list of top 275 universities in the cosmos, according to the Times Higher Education Survey. Quoting Wheebox on Employability the minister said "only

34 percent of our graduates are employable". 60% of entire population available for playing and contributing towards GDP, but out of the total pool only 25 % are capable of being used by the marketplace and demand-supply gap of 82-86% in the core professions; IT industry would face the shortage of up to 3.5 million skilled workers.

Conclusion

The conclusion point toward this review paper is a strong need for the awareness among the graduates to know the employability skills required by the Global Talent market. There should be strong well plans to train our young engineers according to the needs of the companies. Overall, this review suggest that the graduates should opt and demonstrate a set of basic skills such as Communication skills, Strong basic, Interpersonal skills, problem solving and good Presentation skills. This review paper tries to search the various employability skills that employers require from job aspirants while hiring students & the reasons for the low level of employability skills among students. These skills are prerequisites for employability.

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