

A STUDY ON EMPLOYABILITY SKILLS AND ITS IMPLICATIONS ON EMPLOYEES

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ABSTRACT

Employability is the buzz word in the market. The success or outcome of Higher education is measured in terms of the placement of the students. The demands of market are changing with tremendous speed due to globalization. The market is open to all and survive you need to be fit for the purpose. People invest in education to acquire good job and get back the returns they have invested for education. In the present study the researcher has made an attempt to measure the employability skills among the student teachers. The descriptive survey method was adopted for the present study and the data was collected from the teacher educators pursuing in aided colleges. The study reveals that there is no significant difference in the employability skills among the student teachers from different district. Student teachers are high on Lifelong learning Leadership skills and low at Academic Communication skills and ICT Skills.

Keywords: Employability, Academic Communication skills

1. INTRODUCTION

Employability skills are indispensable in the current era of technological disruption and globalization. Employers complain about the insufficiency of skills among the workers. Approximately 75 million young people in developing countries are unemployed, and in most countries, youth unemployment rates are 2 to 4 times higher than adults. Further, education providers must support them with knowledge and skills either soft or hard skills relevant to the world of work to make them productive and able to be employed by the industry. Beside technical skills, employers are looking for workers who have some abilities in communication, collaboration, problem solving, and critical thinking ability. More than 50% of stakeholders could not find the right competencies in job seekers in accordance with the vacancies they provided so that more than 80% of jobseekers failed to get a job. Employability has been defined as "the capability for gaining and maintaining employment". The transferable skills needed by an individual to make them employable. A set of achievements, skills, Understandings and personal attributes that make graduates more likely to gain employment and be Successful in their chosen occupations, which benefits themselves, the workforce, the community and the Economy. Identifying the status of graduates after leaving the academic institution is a primary task of every higher education institution to determine the strengths and weaknesses of a certain curricular offerings. Employability of the graduates is one of the factors that determine the effectiveness of the delivery of services of an academic institution.

Today, the job market is more competitive in an altogether different sense. Along with subject matter expertise, employers are now looking for employability skills as essential traits in their potential employees.

While it was easier for IT professionals to land jobs — thanks to the mushrooming start-ups — many of them are now finding it difficult to keep their employment or be successful in their roles. One reason for this is the ever-changing nature of technology. Technology is evolving every day, and if you are unable to upskill to stay relevant in your industry, you will inevitably fall behind your peers. Another reason that many are experiencing difficulty successfully launching their careers is that employers are now stressing on "employability skills" — skills that go beyond qualifications and experience.

Types of Employability skills:

Communication:

All employers look for job candidates with strong communication skills. These refer to one's ability to convey information clearly to others. Employers want employees with strong written, verbal, and nonverbal communication skills. Part of being a strong communicator also includes being a good listener; employees need to be able to understand the questions and concerns of their clients and listen to their employer's directions.

Language and Communication skills are recognized as important elements in education of the modern generation. Personality development remains incomplete, if the communication skills are ignored. Effective communication

demands proper knowledge of English grammar, accent, and pronunciation. The study confirms the fact that a person with a solid knowledge of communication skills will be able to substantiate his or her academic performance in a relatively better manner. These skills develop self-confidence, and they also increase the individuals' employment opportunities.

2. REVIEW OF LITERATURE

ARTICLE: 1

Title: Employability skills of real estate graduates in Nigeria: a skill gap analysis

Author: Timothy Oluwafemi Ayodele

Source: Journal of Facilities Management

Abstract

Purpose

The global shift in the traditional skills required of real estate graduates has led to an increased demand for employees who have the required skills and competencies. The purpose of this study is to evaluate employment considerations of real estate firms and analyse employers' skill expectations and the observed skills possessed by the graduate employees. This study also analysed the self-assessed soft skill levels of the graduate employees, thereby establishing the skill gap.

Design/methodology/approach

Data were sought from real estate employers in the two dominant real estate markets of Nigeria: Lagos and Abuja, and real estate graduate employees who have had a minimum of six months working experience in real estate firms. Data collected were analysed using statistical techniques such as frequency, percentages, mean, correlation, multivariate analysis of variance, paired-samples t-test and independent samples t-test.

The findings of this study revealed that employers' soft skills expectations were high with skills such as responsibility, administrative, listening, communication, business negotiation and work ethics. Based on employers' observed skills, there were significant skill gaps with respect to soft skills such as responsibility, business negotiation, logical thinking, marketing and dispute resolution. An analysis of the core skills reveals employers' preference for technical competencies in valuation, agency, property management, marketing, report writing and landlord and tenant laws. However, graduate employees possessed significant skill gaps with regards to technical skills such as valuation, property investment analysis, feasibility and viability appraisal, market research methods and facility management.

ARTICLE: 2

Title: GAP ANALYSIS OF EMPLOYABILITY SKILLS OF ENTRY LEVEL BUSINESS GRADUATES BASED ON JOB-FIT THEORY

Source: International Journal for Quality Research

Author: R. Mary Metilda

Abstract:

This paper analyzes the perceptions of the employer on how job fit is fresh business school graduates in the Indian business scenario. The responses of employers on skills considered in the recruitment of management graduates, matching to their business profile as well as job profiles, were compared with the actual skill set of fresh MBAs inducted from the higher education sector. This study also investigated the level of importance of skills required by a new business graduate from the employer's expectations of different sectors. A 'skill gap' between actual and expected was identified from these findings and its impact will be an eye opener for Business education programs. This is a working paper based on classification of employability skills based on Holland's Job-fit theory. The study reveals that there is substantial dissatisfaction with the quality of business graduates in the practical level. The survey said 86 percent of employers concurred that MBA-hires doesn't create much value for their companies in their first few years of their career stage. This confirms the finding that the skill set of fresh managers is inadequate. There will be drastic changes in the Job market and the need of the skill sets may vary again and again. The results of this study make a valuable contribution to the field of career development/guidance, individual students of business studies, employers, and higher education institutions.

RESEARCH GAP:

However, graduate employees possessed significant skill gaps with regards to technical skills such as valuation, property investment analysis, feasibility and viability appraisal, market research methods and facility management.

OBJECTIVES:

- To find factors of employability skills in present scenario for procuring a job.
- To identify the skills that organization needs from employees and workers.
- To analyse the need of employability skills.
- The study also gives suggestion for the appropriation of employability skill.
- To enhance the importance of employability skills for employees in workplace.
- To provide the view of employability skills to employees that need in their professional work life.

3. RESEARCH METHODOLOGY

Need For The Study

Employability skills are important because the employers are looking for people who are flexible, take the initiative and have the ability to undertake a variety of tasks in different environments.

To have the competitive advantage in the job market, graduates require to develop their employability skills. The labour market is intensely competitive, and employers are looking for people who are flexible, take the initiative and have the ability to undertake a variety of tasks in different environments.

Scope Of The Study:

Employability means what it says-it's about having the skills needed to perform well at work. The main problem that faces many graduates is that they are not aware of employability skills that employers demand. This report tried to find level of employability skills among employees. These skills and attitudes are fundamental to improving young people's employability as well as their learning. Employers all around the world are prominently looking for hiring the best talents. But still the gap between academic knowledge and the skills which are required professionally is widening because there is the lack of necessary skills which are required to meet the growing demands.

Methodology

One of the important tools for conducting marketing researching is the availability of necessary and useful data. Data collection is more of an art than science. Data collection is done in many ways. Sometimes the data is available readily in one form or the other and sometimes they are to be collected in a fresh manner. The methods of marketing research are in a way the methods of data collection. The sources of information fall under two categories:

- Primary data
- Secondary data

PRIMARY DATA:

Primary data are data gathered for a specific purpose or for a specific research report. For systematically collecting the data the closed end questionnaire is used. The questionnaire consists of questions relating to various aspects of the study for proper data collection.

SECONDARY DATA:

Secondary data are data that are collected for another purpose and already exist somewhere. Data pertaining to company is collected from company web site company catalogues and magazines. The company profile gives a detailed report of history, various products manufacture by its etc.

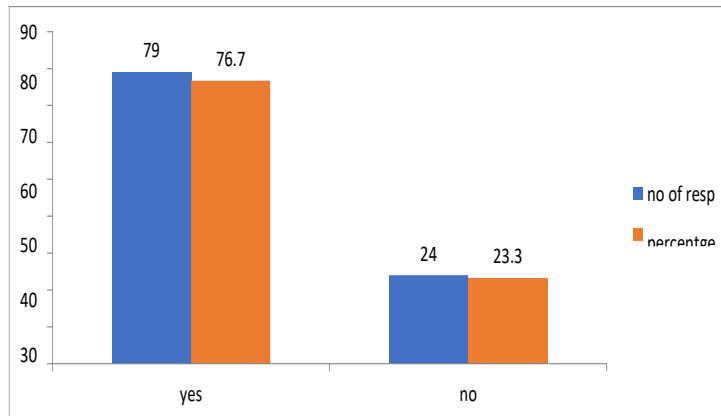
Limitations Of The Study

- As the project is a simple sample study and is confined to 103 respondents only, it may or may not picture the entire employees' opinions.
- The perception of employees changes from time to time so there is no possibility of changes in research results.
- Collection of data is tough because it is difficult to approach people in this pandemic
- The respondents were unable or unwilling to give response.
- Another difficulty was time factor there was limited period of time.

4. DATA ANALYSIS & INTERPRETATION

1) Is practical training required for a completion of your graduation?

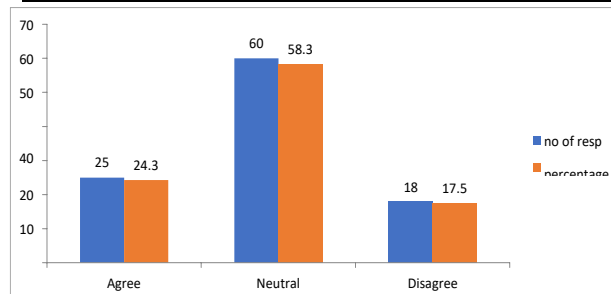
	No. of respondents	Percentage
Yes	79	76.7
No	24	23.3



Interpretation: From the above analysis, it is observed that from the out of 103 respondents, 76.7% of respondents agreed that they required practical training for completion of their graduation, whereas only 23.3% of respondents felt that they don't need any practical training for completing graduation. According to this information majority of respondents requires practical training for completing their graduation.

2) Do you think the knowledge and skills you gained at university/ graduation prepare you for professional work life?

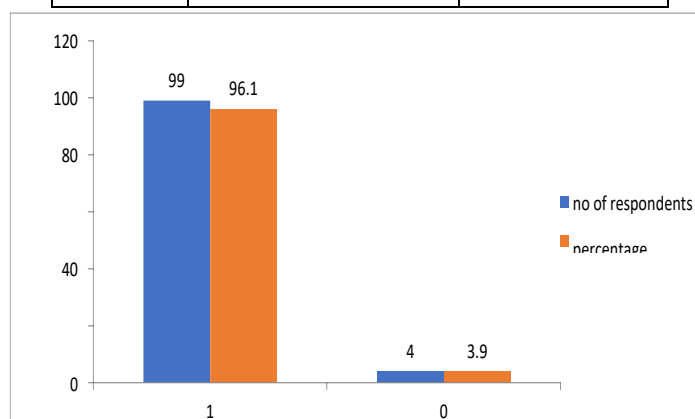
	No. of respondents	Percentage
Agree	25	24.3
Neutral	60	58.3
Disagree	18	17.5



Interpretation: From the above analysis it is observed that out of 103 respondents, 58.3% respondents slightly agreed that knowledge and skills that they obtained from graduation are useful for professional workplace, 24.3% respondents responded that the skills obtained in graduation level were definitely useful for workplace, whereas only 17.5% of respondents felt that skills and knowledge they obtained are not useful in professional work life.

3) Employers are often looking for skills that go beyond qualifications and experiences.

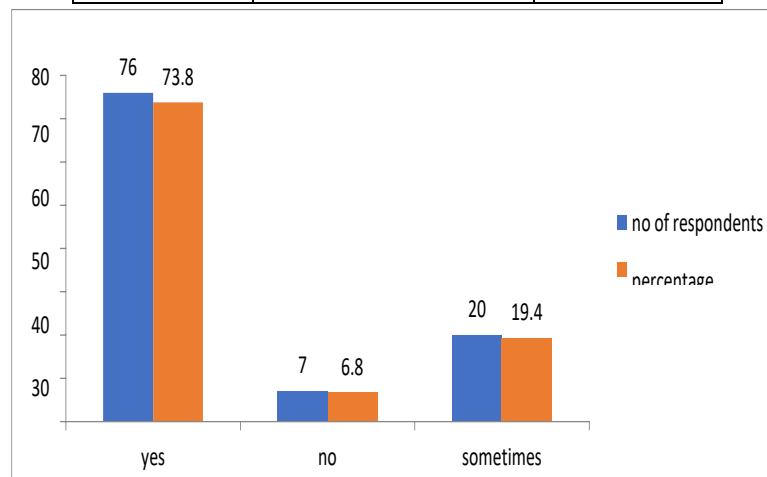
	No. of respondents	Percentage
True	99	96.1
False	4	3.9



Interpretation: From the above analysis it is observed that, from out of 103 respondent's majority of respondents i.e., 96.1% of respondents agreed that employers prefer skills that go beyond their qualification and experience, whereas only 3.9% of respondents disagreed this. Majority of respondents responded that employers are looking for skills that go beyond their qualification and experience.

4) Are you able to work in a team?

	No. of respondents	Percentage
Yes	76	73.8
No	7	6.8
Sometimes	20	19.4



Interpretation: From the above analysis it is observed that from out of 103 respondents, 73.8% of respondents are able to work in team, only 6.8% of respondents are not able to work in team in organization, whereas 19.4% of respondents stood for neutral i.e sometimes they able to work with team and sometimes not able to work with team. Majority of respondents are able to work in team and with team members in organisation.

5. STATISTICAL ANALYSIS

Analysis of Mean and Standard deviation

Questions	Mean	Standard deviation
Do you think the knowledge and skills you gained at graduation prepare you for work life	2.06	1.61
Are you able to work in a team	2.66	2.19
Do you feel you were prepared enough to go into the workplace	2.50	2.02
Do you think the practical training helped in preparing you for workplace	2.49	2.04
How helpful will this employability skills be for you to have better chances of finding a job	1.96	1.47
Employers value employability skills because they are linked to how you get along with co-workers and customers	2.34	1.93
Presenting information clearly and effectively is a key skill in work place.	2.38	1.96
How satisfied you are with the practical competence and understanding of the workplace by the graduates	2.12	1.72

6. CONCLUSION

From the analysis I conclude that the job provides the opportunity to the employees to exercise his/her skills at work place. Employers all around the world are prominently looking for hiring the best talents. But still the gap between academic knowledge and the skills which are required professionally is widening because there is the lack of necessary skills which are required to meet the growing demands. Employability skills are the traits and talents that make you an attractive candidate for a job. So, developing these skills through education, training and practical application can give you an edge in the job market. In addition, these skills may also position you for higher earning roles with greater growth potential. The study is to evaluate the Employers needs and also the learner's skill enhancement capabilities should be taken into account in formulating future skills assessments.

7. REFERENCES

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