

## **Acquisition Of Employability Skills Among Management Students In Rural Telangana**

**<sup>1</sup>C.Katyani , <sup>2</sup>Dr.S. Jayakani,**

**<sup>1</sup>Ph.D Research Scholar, Department of Commerce, VISTAS.**

**<sup>2</sup>Associate professor, Department of Commerce VISTAS.**

### **Abstract**

Reports claim that India is one of the highest rating ‘brain drain’ countries. As it is known that /developing country is characterized by low income, unemployment, over population, inequality, poor health and inadequate education, India too holds the same characteristic. However several initiatives have been taken time and again to improve the economic condition of India. One such initiative was the liberalization policy taken in 1991 which was gradually increased the growth of companies (particularly during late 2000s).there was time when salary/monetary benefits used to be the prime source of motivation for the potential employees to join an organization. However with time, besides monetary benefits, companies started offering several non-monetary benefits which record to equal motivating for the potential employees .The globalization has drastically changed the standards. Therefore instead of simply/merely producing graduates, the education system have to initiate these skills through training, workshops, seminars, (on employability skills) through incorporating. Employability education refers to non-technical knowledge, skills and attitude requirements which are essential for winning and retaining jobs- aptitude and problem solving, English language and communication skills. This study aims to explore the acquisition of employability skills from higher education institutions in rural Telangana with the meditating role of basic, life and soft skills.

### **Introduction:**

Employability skills are life contexts. They are every so often referred to as key skills, core skills, life skills, essential skills, key competencies, necessary skills, and transferable skills. Industry's preferred term is Employability Skills. Education is the process of Human work forces also further developed on – the - job through systematic or informal training programs. Countless workers increase their production by acquiring new employability skills (technical and non-technical) and perfect the old one. Non-technical skills involve basic employability skills. While on the one side, the world's largest stock of scientists, engineers and management graduates, which has been unable to highest full economic gain from this talent pool since of the mismatch between industry needs and university output. Skillful management of the academic capital could be a driver for growth and is vital for the Indian economy. In the past, employees did not require advanced academic or social competencies. Advanced academic skill was not of necessity essential for the production line employees. Basic reading and writing skills were adequate, simple and mathematical skills are required. In the past, most of workers were often isolated from the customer, more and more jobs require today. After graduation, numerous students find themselves in dark. Their career path developments are incomplete by lack of exposure to a solid

career education program. In today's world students need to particular skills that many business leaders and community members feel are lacking in today's graduated students.



Exhibit 1: Employability Skill Profile

Source: Information Employability -Career EDGE

## Need of the Study

The employability skill will be improved by the level of expectations on among the Arts and Science students and industry stakeholders. Employability skills can't acquire overnight. The applicant has to find out necessary skill sets which are necessary by the future employers from various advertisements from time to time. The investigator has taken the following 14 factors viz. Communication, listening, learning, basic literacy and numerical skills, time management, creativity, computer skills, organization and thinking skills, team work skills, problem solving skill, work ethics, leadership skill, management skill and self-management skills.

## Statement of the Problem

This study concentrates on why the educational institutions have failed fulfilling the required expectations of the industry. This growing mismatch between the education imparted and education required to improve the employability needs to be considered seriously. There are numerous employment opportunities; the crisis is the gap between the quality of higher education and the expectations of the job market. As such employability is affected by both the supply side and demand side factors which are often outside of an individual's control. Higher education institutions may provide the subject matter expertise but still lack in imparting the essential skills in graduates to secure, maintain, and advance.

## Purpose of Review

The reasons for review of literature are as follow: To gain background information of the research topic,to identify the concepts relating to employability, potential relationships between them and to formulate suitable research hypothesis, to learn how others prepared their reports to and notice data source used by existing websites

## **Review of Literature**

### **MC Knight and Naylor (2000)1**

The study found that the probability of student leavers being employed six months after graduation is positively related to the class of degree end its also strongly in fluted to the subject studied, measure of prior educational attainment.

### **Surangi (2009)2**

The aim of the study was, to ensure economic growth and employment generation, to examine how far entrepreneurship abilities have been recognized to be developed by the university education system and assessing entrepreneurial traits, skills and the desires of undergraduate students in the university system. University study programmers, even commerce degree programmers are not sufficiently geared towards improving entrepreneurial abilities among undergraduates.

### **Gopala krishnan.S et al (2010)3**

Tools used such as chi square and simple percentage analysis. The study concludes that; the University should change their curriculum based on the industry expectation. Students should aware of application of technology in the industry. Government should take necessary steps for improving educational system, based on industry oriented.

### **Rajkumar Paulrajan (2011)4**

The study concludes that, the mix of academic qualifications, important vocational skills and personal skills are selling skills for entry level jobs. Employers in retail industry are looking for people for their managerial jobs with different skill set of factors such as academic qualifications, communication skills, leadership skills, teamwork skills and work experience.

### **Divya Shukla (2012)5**

The objective of the study was to identify the level of employability skill among the students. 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 enhance the employability among the graduates.

### **Chithra. R (2013)6**

The purpose of the study was to know the perception of Employers as well as the employees towards employability skills required 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 study reveals that there is significant difference between the perception of students and their employers.

**Durrani et al. (2014) 7**

The purpose of the study was to explore the role and importance of numeracy skills in graduate recruitment within a diversity of employment sectors. The finding of the study revealed that, the employers attach to graduates' numeracy skills and the extent to which employers used numeracy tests in graduate recruitment.

**Gowsalya, G., & Ashok Kumar, M. (2015)8**

The study investigated the existing literature in the field of Employability skill prevailing in India. The focus of the literature survey was to review these employability skills like analytical skills, self-understanding, general management and work culture, leadership and problem solving ability and communication. The employability skill analyzed in this literature survey included MBA graduates, Engineering graduates as well as the University students also ranks in the employability skill of the respondents were in a need to improve the existing district.

**Emmanuel J. Munishi(2016)9**

The study was, to explores factors contributing to lack of employable skills among Technical and Vocational Education graduates in Tanzania and recommend ways of training technical graduates who are more labour market responsive. The study utilizes Historical Dialectical Materialism approach, which suggests looking into the past and present in order to properly understand why contemporary technical education graduates lack employable skills and how to fix the problem.

**Gowsalya.G and Ashok Kumar.M(2016)10**

The study suggested that, parents play a major role in influencing career aspirations, planning and success. Advice, support, understanding the interests and ambitions by the parents help in developing the employability skills in career education. They lack in problem solving skills and interpersonal skills.

**Puneet Sood(2017)11**

In International Journal of Pure and Applied Mathematics Special Issue 12 their researched and fond that slowdown and knowledge economy has changed the requirements at work and today's world of work requires smart workers with better skills therefore concerning Employability Skills in HR strategies and policies. The study was tried to highlight and review that how the job requirements changed according to various global developments and how Employability Skills are remodeled and defined in different time frames.

**Research Gap**

In earlier period, much study was carried out in employability skills, very few researches had been carried out in the area of my study. Those study as also has been done in foreign countries and yet to be carried in the Indian content. The impacts of the kind of question on the employability skill necessary in observe are related first time in this study.

### **Objectives**

- 1 Find out the employability skill level among post graduate students.
2. Suggest suitable ways to improve employability skills among post graduate students.

### **Hypothesis:**

There is no association between age, gender, nativity, course of study, nature of admission, medium of instruction and nature of institution in arts and science college with employability skills.

### **Research Methodology**

The universe of the study is the final year arts and science students of Namakkal district in the state of Tamil Nadu. According to the statics, there are 26 arts and science colleges in Namakkal district out of which 10 colleges were selected randomly it was incorporated as 500respondents. The study deals with the arts and science college students in Tamil Nadu Periyar University. 10.Limitation of the Study This limitation of the lack of observed study in the area cannot be neglected. The review is restricted to a minimum sample size which reduces a great volume of responses. The researcher faced many difficulties in getting approval and distributes the questionnaire directly to students. However, the study succeeded in distribute the questionnaire in these utilizes by using personal communication and relationship with the faculty and students.

The study of ranga reddy district there are 59 management colleges out of which 10 colleges were selected randomly it was incorporated as 500respondents. The study deals with the arts and science college students

### **Limitation of the Study**

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### **Result Analysis ANOVA Tests**

#### **Source:**

Primary Data/Computed Data (\*)-Significant at 0.05 level (NS)- Not significant It is clear that the respondents mean employability skill is found high among student whose age range between 23 and 24 years and mean employability skill is found low among students who are above the age of 24 years. The table result reveal that the p value of ANOVA 0.000 of age group which is less than 5% level of significance. Therefore, the null hypothesis is rejected. Though male scores the top, their mean is lesser than female. It is indicated that the standard deviation, male standard deviation is higher than female. The result reveals that the p value of ANOVA 0.400 of gender is greater than 5% level of significance. Therefore, the null hypothesis is accepted. The result indicates that mean employability skill is found high among urban area. Mean employability skill is found low among rural area. Major students from rural area are belonging to lower middle and socially and economically backward area. The result reveals that the p value of ANOVA 0.041 of nativity is less than 5% level of significance. Therefore, the null hypothesis is rejected.

Mean employability skill is found low among illiterate parent's students. The table makes it clear that the p value of ANOVA 0.242 of course of study is greater than 0.05% level of significance. Therefore, the null hypothesis is accepted. The counseling students mean score is not only lower than management students but also lower than overall mean of 71.80. The counseling student's standard deviation (97.18) is too higher than management students (90.14). It is made clear by the table display that the p value of ANOVA 0.000 of admission nature is less than 5% level of significance. Therefore, the null hypothesis is rejected. The employability skills index as well as maximum score of English medium students are better than Tamil medium students. The main cause for this is, English as a medium of instruction. The result clearly noticed that the p value of ANOVA 0.981 of medium of instruction is greater than 5% level of significance. Therefore, the null hypothesis is accepted. The table highlights that the p value of ANOVA 0.005 of marital status is less than 5% level of significance. Therefore, the null hypothesis is rejected. The mean employability skill index is found high among self-financing college. Mean employability skill index is found low among aided college.

### **Correlation Analysis**

Variables	R	r <sup>2</sup>
Age	-0.097*	0.009
Gender	-0.038	0.001
Nativity	-0.113*	0.013
Location of Schooling	-0.099*	0.010
Parent's Literacy	0.042	0.002
Course of Study	-0.052	0.003
Nature of Admission	-0.274**	0.075
Medium of Instruction	-0.001	0.000
Nature of Institution	0.007	0.000
Communication Skills	0.653**	0.426
Listening Skills	0.741**	0.549
Learning Skills	0.673**	0.453
Basic Literacy and Numerical Skills	0.614**	0.377
Time Management	0.795**	0.632
Creativity	0.710**	0.504
Computer Skills	0.812**	0.659
Organization Thinking Skills	0.800**	0.641
Team Work Skills	0.780**	0.608
Problem Solving Skills	0.812**	0.659
Work Ethics	0.735**	0.541
Leadership Skills	0.811**	0.658
Management Skills	0.788**	0.621
Self-Management	0.855**	0.732

**Source:** (Collected and computed through the questionnaire)

\* Significant at 5% level \*\* Significant at 1% level

Out of 23 variables selected for correlation analysis, 18 variables have been found to be significant. Nature of admission (0.075), communication skills (0.426), listening skills (0.549), learning skills (0.453), basic literacy and numerical skills (0.377), time management (0.632), creativity (0.504), computer skills (0.659), organization thinking skills (0.641), team work skills (0.608), problem solving skills (0.659), work ethics (0.541), leadership skills (0.658), management skills (0.621) and self-management (0.732) are found to be significant at 1% level. Age (0.009), nativity (0.013) and location of schooling (0.010) is found to be significant at 5% level.

## Findings

Age and gender of students play an essential part on the employability skill. Due to features which will make them get more awareness on employability skills selected for study. Since male students' level, better exposure than female students in respect of employability skills. English medium students outsmart the regional medium students in the employability skill. Urban students are better than rural students. While considering the individual factor such as gender, course of the study and medium of instruction, does not significantly differ from level of employability skills. Age, Nativity, Location of schooling and Nature of admission are positively correlated. communication skills, listening skills, learning skills, basic literacy numeracy skills, time management skills, creativity, computer skills, organizing thinking skills, team work skills, problem solving skills, work ethics, leadership skill, management skills and self-management skills and employability skill are positively correlated

## Suggestions

This study incorporated the concept by taking fourteen factors that could create impact on employability skills. The faculties are in positions to guide the students to right path to develop the employability skill and to achieve in career. But while graduating they are concentrating more to obtain high academic grades. Hence it's necessary to create awareness among students to increase employability skills along with the achieving academic grades. After graduation the students are not able to sustain in their job because of less skill and tolerance. Hence while graduating they should specially educated to fill gap between college and corporate. Training wills the sustainability along with the students. The occupational area, time management, communication skill and additional employability skills are critical for specialized success on the job.

## **Conclusion**

Employability skills are the most wanted after in the place of work but not ignoring the hard/technical skills as they are also necessary but most research has revealed that employability skills contribute more to job success and job satisfaction. In view of the findings, recommend the course curricular designing, use of examples by faculty members to allow enhanced perceptive of course content, academic case analysis and organizing case competitions to enhance critical thinking capability of the students, inclusion of more general teaching course in the syllabi, incorporating more challenging major subjects in the curricula, and providing training in "soft skills" for communication and International Journal of Pure and Applied Mathematics Special Issue 16 individual skill development.

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