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A Study on Self-Perception towards Basic Employability Skills among Post Graduates Students

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Abstract: *Employability skills are those basic skills necessary for getting, keeping, and doing well into job. It is a group of important skills instilled in each individual in order to produce productive workforce. The objectives of the study was to study the employability skill for present day graduates, to study graduates self-perceived level of competence at performing employability skill and to suggest a way to improve their employability skill along with their programs. The data were collected from the post graduate students. Statistical tools are used percentage analysis and Friedman test. Finding reevaluate that the out of 50 post graduates students mean rank of 11.75 places the 1st rank of post graduate students that establishing the critical events to be completed. Mean rank 11.62 of places the 2nd rank of the post graduate students group problem solving. Out of 50 students and scholars the mean rank was 8.37 where the rank is 20 whether go to up-to date information daily. The study concluded that the Indian educational governance is the one which is in earnest need of improving. Further that, instructors should practice employability skill during teaching and learning session so that it could assist students to understand ways of applying the skills by themselves.*

Keywords: *component; Graduates self-perceived level, Employability skill, Friedman Rank test.*

I. INTRODUCTION

Employability skills are those skills required to obtain and retain a job. In the past, employability skills were considered to be primarily of a vocational or job-specific nature; they were not thought to include the academic skills most commonly taught in the schools. Present thoughts; employability skills to include not only many foundational academic skills, but also a variety of attitudes and habits. These transferable skills include the ability to solve complex, multidisciplinary problems, work successfully in teams, and exhibit effective oral and written communication. Employability of post graduates has become an issue that is not easy to be mistreated in the global economy. It is a necessity to have a right set of employability skills. The purpose of this paper is to find out the required basic employability skill among post graduates students.

II. STATEMENT OF THE PROBLEM

A degree is not enough to guarantee the employability of post graduates. It is clear that the recruiters these days are looking for job-ready graduates with job-specific skills in adding to academic quality. Today, 65% of India's population is of working age. That is a grand resource full of huge potential - but it raises some similar concerns. There is a misalignment between industry requirements and available resources, which is a major concern for recruiters across sectors. Hence, to have the competitive advantage, students need to develop their employability during their time in the university.

III. REVIEW OF LITERATURE

Neil Wellman (2010)¹ the purpose of the study was to inform the development of vocationally focused marketing curricula by identifying the employability attributes required from new and early career marketing graduates. The statistical tools used were frequency distribution. The study finding and that identified employability skill are communications, interpersonal relationships, information and communications technology, planning, self-management, decision making and problem solving. The study concluded that the qualitative dimensions will be addressed within depth interviews and focus groups with employers, practitioners and early career marketers together with consultation with academic bodies and colleagues to identify experiences and best practice in relation to incorporating, building and assessing employability skills within the curriculum.

Petronella Jonck et al (2011)² the purpose of the study was to identify the psychometric properties of a graduate employability skills questionnaire that was developed as part of a PhD study by De Jager for the Faculty of Management Sciences. The statistical tools used were Scale descriptive statistics, Alpha reliabilities, coefficients and inter-correlations and exploratory factor analysis. The findings revealed that, the variance were interpersonal skills, Critical Cross Field Outcomes, job related activities and academic skills. The study was concluded that, the business and industries concerns about the employability of graduates produced by higher education necessitate higher education institutions to be accountable for stakeholders' expenditure. Hence, the growing demand for adequate skilled graduates in South Africa has led to many higher education institutions reviewing their objectives and aims, to meet industry needs.

Azami Zaharim and Yuzainee Md Yusoff (2009)³ the framework sets out exactly what is meant by engineering employability, in clear and simple terms, and the framework suggests directions for interaction between the various skills. This paper contributes insights into the linking of graduate attributes, using national accreditation criteria and the framework of engineering employability skills from locally and globally expectation. It will be of value to anybody with an interest in employability issues.

Rubvita Chadha, et al (2014)⁴ the aim of the study was, the industry's requirement for employability of 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 etc.

Anjani Srikanth Koka et al. (2015)⁵ Study was investigating whether the engineering students were able to identify the attributes which the employers sought. The findings that major factors were engineering graduates found it difficult to pursue employment upon graduation as they lack employability skills.

Gowsalya.G and Ashok Kumar.M (2016)⁶ The market expectations of employers are different from the skills which are possessed by the Arts and Science graduates; this study has been conducted with the objective to find out the factor of the employability skill of the Arts and Science college students. Stratified sampling technique is used for the study. The study concludes that the educational institutes should work on the path of developing the knowledge and skills of the graduates that will best serve the future era.

Rajnish Kumar Misra and Khushbu (2017)⁷ The paper explores the theoretical concepts and models of employability to ascertain gaps between the knowledge and skills imparted by academia, as well as knowledge and skills considered as important by employers while hiring. The implications of this study will be helpful in guiding both industry and academia in incorporating and enhancing these skills among professionals.

Gowsalya.G and Ashok Kumar.M (2017)⁸ Employability Skills are skills that are related across a variety of jobs and life contexts. ANOVA and Correlation tests are used to analyze the study. Suggests, 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.

Dasha Karzunina and Josie West (2018)⁹ This article suggests that learning experiences are designed to give students the opportunity to solve real-world problems. Though students are often told that theoretical knowledge possesses practical value, the examples provided by educators can often appear abstract and the solutions that students offer to them have negligible real-world impact.

Bindhu Ann Thomas and Dr. K. V. Unninarayanan (2018)¹⁰ the study identifies the mean score of each skill and overall employability skills possessed by managements students in the state of Kerala. The tools used to percentage analysis, mean score t test and ANOVA. The study concludes that there was no significant difference in the overall employability skills between male and female students.

IV. RESEARCH GAP

In earlier period, numerous researches was conceded out in employability skills, very few research has been conceded out in the area of my study. Those research as also have been done in foreign countries and yet to be carried in the Indian content.

V. OBJECTIVES OF THE STUDY

1. To study the employability skill for present day graduates.
2. To study graduates self-perceived level of competence at performing employability skill.

VI. RESEARCH METHODOLOGY

Research design:

The research comes under descriptive research

Sample size:

According to the statics, in Coimbatore city colleges were selected randomly. The responses were collected 50 postgraduate students.

Area of the study:

The area of the study for this research work was post graduate students in Coimbatore city.

Statistical Tools:

The following statistical tools are used for the analysis of research data.

1. Percentage Analysis
2. Friedman test

VII. LIMITATION OF THE STUDY

This limitation of the lack of experiential studies in the area cannot be neglected. The study was conducted among post graduate student in Coimbatore city.

VIII. ANALYSIS AND INTERPRETATION

PERCENTAGE ANALYSIS

Table 1. Distribution of respondents by their Gender

S.no	Gender	No.of the respondent	Percentage
1	Male	34	68%
2	Female	16	32%
	Total	50	100

Source: Collected and computed through questionnaire

The above table that we infer that 62% of the respondents belong to male respondent and 32% of the respondent belong to female respondents. The majority 68% of the respondents belong to male.

Table 2. Distribution of respondents by their Age group

S.no	Age	No. of the Respondent	Percentage
1	20 to 22	11	22%
2	23 to 24	31	62%
3	25 to 35	8	16%
	Total	50	100%

Source: Collected and computed through questionnaire

The above table shows that we infer that 62% of the respondents belong to 20to 22 years respondents, 22 % of the respondents belong to 23 to 24 respondents. And 16% of the respondents belong to 25 to 35. The majority 62% of the respondents belong to 23 to 24years.

Table 3. Distribution of respondents by their Age group

S.no	Department	No .of the Respondent	Percentage
1	Management	16	32%
2	Commerce	6	12%
3	Computer Application	23	46%
4	Others	5	10%
	Total	50	100%

Source: Collected and computed through questionnaire

The above table shows that we infer that 46% of the respondents belong to computer application respondents, 32% of the respondents belong to management respondents, and 12% of the respondents belong to commerce respondents and 10% of the respondents belong to other department. The majority 46% of the respondents belong to computer application.

FRIEDMAN TEST

S. No	Statement	Mean Rank	Rank
1	Establishing the critical events to be completed	11.75	1
2	Group problem solving	11.62	2
3	Supervising the works	11.6	3
4	Ability to work independently	11.46	4
5	Making improved presentations	11.25	5
6	Recognizing the effects of decisions made	11.14	6
7	Up to date on developments in the area of specialisation	11.12	7
8	Resolving conflicts	10.94	8
9	Communicating ideas verbally to groups	10.74	9
10	Making decisions in a short time period	10.68	10
11	Confident in reading, writing and using correct spelling	10.35	11
12	Solving problems	10.23	12
13	Knowing ethical implications of decisions	10.22	13
14	Essential components of the problem	9.95	14
15	Assessing long-term effects of decisions	9.85	15
16	Identifying sources of conflict among people	9.77	16
17	The basis of thorough analysis of the situation	9.72	17
18	The relevant data to solve the problem	9.68	18
19	Identify the problem	9.56	19
20	Whether you go to up-to date information daily	8.37	20

Source: Collected and computed through questionnaire

Out of 50 postgraduate students mean rank of 11.75 places the 1st rank of students and scholars that establishing the critical events to be completed. Mean rank 11.62 of places the 2nd rank of the students and scholars group problem solving. Out of 50 students and scholars the mean rank was 8.37 where the rank is 20 whether go to up-to date information daily.

IX. FINDINGS

The demographic characteristics of the population are age and gender the socio-economic characteristics of the population namely are department. In this the sample students are classified on the basis of their demographic profile.

The respondents selected for the study 68 percent of the respondents were male. Age group was between 23 to 24 year around percent of the respondents were computer application 46 percent.

The out of 50 students and scholars mean rank of 11.75 places the first rank of students and scholars that establishing the critical events to be completed. Mean rank 11.62 of places the second rank of the students and scholars group problem solving. Out of 50 students and scholars the mean rank was 8.37 where the rank is twenty whether go to up-to date information daily.

X. SUGGESTIONS AND CONCLUSION

To conclude the present research this emerged as, the employability status of the respondents are in need to increasesituation. Being good at the one skill cannot assist the ability in other. So today's scenario is that the candidate who is multi-tasking can sustain and gain in the employment. And learning is continuous not actually gets over by completion of the prospectus. Hence to this esteem individual centric method is needed. The Indian educational authority is the one which is in earnest need of improving. Further that, instructors should practice employability skill during teaching and learning session so that it could assist students to understand ways of applying the skills by themselves.

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