



## **LITERATURE REVIEW ON EMPLOYABILITY OF STUDENTS IN TECHNICAL AND NON TECHNICAL EDUCATION, PART –I**

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**Abstract**

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*This study investigates the existing literature in the field of Employability skill prevailing in India. The focus of the literature survey is to review the employability skills like general management and work culture, analytical skills self-understanding, leadership and problem solving ability and communication. The employability skill analyzed in this literature survey include is MBA graduates, Engineering graduates as well as University students too. The employability skill of the respondents is in need to improve the existing district. Being good at one skill cannot facilitate the competency in other.*

**Keywords:** *Employment, Employability skill, Engineering Students, Indian Scenario*

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G Gowsalya in his study entitled Employability Skill: A Literature Review investigates the existing literature in the field of Employability skill prevailing in India. The employability skill analyzed in this literature survey include is MBA graduates, Engineering graduates as well as University students too.

M. Radhakrishnan and S. SUDHA, in their study highlights about the skill set expected from an Engineering graduate by the Campus hiring Companies. Generally Engineering students belong to different disciplines and they come from different background & culture. So a common platform is necessary to make them skillful and competent enough to face the real challenges of today's corporate world. Generally personality traits, social grace, facility with languages, personal habits, friendliness, and optimistic approach are some of the soft skills that are expected from an individual because these skills provide more opportunities for competing with the tough corporate world. This paper encloses the package of skills that are expected by the corporate from the students, because these skills are badly needed for any student to get employed in reputed companies and to perform their work skillfully.

Ajir Chaturvedi et al in the study has worked on hard skills. This paper attempts to identify the needs of hard skills and soft skills in present professional competitive era. The paper also tries to find out the impact which the soft skills training could give in enhancing the output of hard skills. As language coaches or communication consultants, teachers will have to face both teaching and learners differently. They will have to help learners use the language

suitably in their working contexts. This will include the insertion of the soft skills in their teaching in a very explicit way. By being aware of the fact that

Samson Packianathan and, Rajagopal Narayanan in their study worked on the role of higher educational institutions in promoting employability skills to their graduates getting momentum. This article attempts to provide a conceptual framework on employability skills of business graduates based on in-depth reviews. Reviews for a period of 20 years between 1994 and 2013 have been assimilated and categorized into two propositions. They are (1) Business graduates require specific employability skills; (2) Curricular changes enhance employability skills of business school graduates. Based on these propositions, a conceptual framework on employability skill has been developed

Dr. V. Samuel Rajkumar et al in his research studied campus recruitment process. Students and the recruiting companies are considered to be the major stake holders in a campus recruitment process. Entry level salaries and the recruitment season are considered to be the important parameters in a campus recruitment process. The study analyses the perception of the students and the human resources (HR) managers on the entry level salaries and the recruitment season.

Author concluded that There has been always confusion between the industry and the educational institutions in finding out the right season for the campus placements.

A.M. Kulkarni et al in their study has discussed, in a personal interaction with the IT/ITES experts for the job placement at micro levels other than the common one in order to help the institute to increase employability of fresher's. Following are the three major parameters to improve the overall employability of MCA freshers:

- The analysis of interaction indicates that in general
  - Technical skills, logical ability and communication skills of the freshers are essential parameters while recruiting the fresher's for recruitment.
  - Most of the experts in industry emphasize 'Attitude' is an important parameter.
  - In general, industry is not happy about inputs received by fresher's.
  - Since the spectrum of IT/ITES industry is very wide, it is necessary to pinpoint the specific technical skills, the common minimum technical and logical abilities that every fresher must acquire. And therefore a macro level survey for important parameters as identified in the survey is necessary.

Chithra. R in her study entitled Employability Skills -A Study on the Perception of the Engineering Students and their Prospective Employers study the perception of Employers as well as 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 revealed that there is significant difference between the perception of students and their employers. It is this disparity makes the students unemployable. Literature and research about the employability skills of Indian engineers are rare in nature. Further the available literature narrates the story from employer's perspectives. But in this paper both students and employers' perception is included.

The study shows that there is a strong need for awareness among the Indian graduates to know the employability skills required by the global talent market.

G Salya in the study, Investigates the existing literature in the field of Employability skill prevailing in India. The focus of the literature survey is 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 include is MBA graduates, Engineering graduates as well as University students too.

Dr Vicki Belt provided a synthesis of recent research on the theme of employability skills. It does not aim to provide a comprehensive literature review, as the relevant literature in this area is vast and wide-ranging. Instead it brings together some key findings on the topic from the last ten years or so, focusing mainly on literature from the UK. The paper contributes to a wider programme of work being carried out by the UK Commission for Employment and Skills on the best way to develop employability skills within the publicly funded employment and skills system (see UK Commission, 2009b). The paper aims to stimulate discussion amongst the policy-making community on how best to further develop research and policy on employability skills.

**Dipawalee Santosh** concluded 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. Analysis of the statistics through this survey suggests that the most essential

generic skills & attributes of a modern engineer are technical knowledge with skills & his Positive Attitude.

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.

Venetia Saunders & Katherine Zuzel et al studied that Graduate employability is a key issue for Higher Education. In this two-part study student employability skills have been evaluated from the perspective of sandwich students and graduates in biomolecular science, and their employers. A strong correlation was found between employer and sandwich student/graduate perceptions of the relative priorities among employability skills. Skills such as enthusiasm, dependability and team-working scored higher than subject knowledge skills, whilst commercial awareness, negotiation and networking were given lowest priority. Furthermore, the lowest ranked skills were those that sandwich students/graduates were assessed to be least proficient in. This study has highlighted the importance of aligning employability with academic values by making explicit links between the curriculum and employability. In addition, it has identified challenges that need to be overcome if more students are to embrace the potential benefits of engaging fully with the skills profile, as part of their personal development planning.

Dr M Nishad Nawaz and Dr.B.Krishna Reddy did a research study. This study was conducted with the objectives of exploring the employability skills required for management graduates, discuss the previous research done in different countries related to employability skills and explore the skill sets of the management students that will best serve the future labor market requirement in management education. The study has been done on the basis of the literature survey of educational reports, articles, empirical and theoretical research papers. Studies done in India and in other countries have been abridged in this paper.

M. R. Manjula et al For examining the objective of the study, exploratory factor analysis was employed in order to investigate possible dimensions of original 53 items. This Analysis produced 11- factors solution for HRD climate in self financing engineering colleges. Faculty performance in the self financing engineering college depends on the following factors namely: Management Support, Reorganization & Award system, Autonomy to faculty, Employee cohesiveness at work, Feedback system, Employee retention strategy, Faculty Career advancement, Loyalty of faculty and Identification of Faculty.

Gowsalya .G, Ashok Kumar analyzed the employability skills and its implication in the Arts and Science college students. The major objective of the study is to find the relationship between employability skills and Parents Education. This study also gives suggestion for the appropriation of the employability skill among the college students. The sample respondents taken from Arts and Science College students from different institution in and around Namakkal district of Tamil Nadu. SEM Model has been applied for the study.

The study shows that there is a strong need for awareness among the Arts and Science Post Graduates students in Namakkal district to know the employability skills required by the global talent market.

L.Ramanan et all in their research paper is a portion from the research work of the first author relevant to factors relating to analytical and problem solving skill expectations from employers' perception. It is also included within the scope of the work to identify the gap as evaluated by the employers, thus would result in beneficial improvements and approaches to the employability of mechanical engineering graduates at the institutional level.

The following conclusions can be arrived from this research work.

- Analytical and problem solving skill gap is across regions of India and not specific to a region.
- Analytical and problem solving skill gap is across industries segments and not specific to industry segments.
- Application knowledge to practice with fundamentals or concepts, solution to engineering problems, innovative ideas, root-cause analysis, and selection of technology, analytical approach and decision making are significant factors in enhancing the employability of mechanical engineering graduates.
- Above independent variables are significantly contributing in reducing the gap on the 'analytical and problem solving skills' for applying theory into practice.
- Regression model developed can be adopted by the engineering educational institutions for improving analytical and problem solving skills.
- Predictive model approach developed and as presented in this work can be embraced by institutions to reduce the analytical and problem solving skill gap by reducing the variations on the independent variables as demonstrated in this work through predictive modelling
- The approach presented in this work can be used by the institutions in resolving issues on employability with various other branches of engineering with suitable modifications.

□ The recommendations as suggested in this work, if implemented shall facilitate in reducing the skill gap to a very large extent from the institutional level.

Petia Petrova et al ,in 2001 the University of Luton conducted a survey amongst its tourism undergraduate students, looking at students' assessment of the skills, knowledge and personality characteristics that they believe will give them a competitive edge in securing employment in tourism. The results showed that we not only need to develop students' skills, but that we also need to take steps to improve their ability to self assess and be aware of their own skill levels. This case study presents the results from the original survey and the subsequent steps taken to improve students' skills awareness and development in order to improve their employability prospects within their intended industry of tourism.

Bindhu Ann Thomas & Dr. K. V. Unninarayanan Studied of employability skills among management students identifies various abilities of students including communication skills, problem solving skills , planning and organising skills , interpersonal skills, motivation skills, attitude skills , leadership skill, team work skills, decision making skills, computer skills, learning skills, and functional skills. This study identifies the mean score of each skill and overall employability skills possessed by management students in the state of Kerala. The research design used for this study is descriptive study. Sampling technique adopted for the study is convenient sampling.

Based on this study, it was found that the employability skills of the MBA students in the State of Kerala are at "average" level only and it might hinder their opportunities to be employed. Therefore, it is suggested that management institutions must make greater efforts to help students acquire the employability skills at the levels as required by many organizations & industry for the entry level jobs. All Universities and academic institutions should revise and update their MBA course curriculum with inbuilt provisions for the development of appropriate employability skills to ensure that their management students come out from such institutions with appropriate employability skills as demanded by employers & industry.

Becci Newton et al had an analysis in which The interviewees identified the high value placed by employers on job applicants possessing certain soft skills such as the ability to communicate with customers. However, they also suggested a strong linkage in employers' minds between such skills and more general attributes and characteristics, such as motivation or reliability. Rather than such attributes being more important to employers than soft skills

or vice versa, the interviewees considered that employers were seeking recruits who, ideally, could demonstrate both. The extent to which employers also attached importance to the qualifications possessed by job applicants was considered by the interviewees to be heavily sector dependent, i.e. often linked to legislative requirements, or a need for technical skills. Where neither the level of skill requirements, nor the legislative drivers existed, interviewees felt that employers tended to see personal characteristics and soft skills as more relevant to their business needs than vocational qualifications.

Padmini in the study entitled Education Vs Employability- the Need to Bridge the Skills Gap among the Engineering and Management Graduates in Andhra Pradesh had the purpose of this study is to identify the employability skills required by young graduates and assess how there can be a value creation through effective knowledge management in terms of pedagogy, evaluation process and feedback mechanisms.

The present research work has made an attempt to address the employability dearth among the engineering students. The study conducted in Mumbai and Pune colleges reveals that employability skills like personal attributes; decision making skills etc are not influenced by the grade or level of the educational institute. Perhaps these are the skills developed by the student on his own through the situations one encounter and experience he gain out of it. On the other hand the study highlights that some skills like technical know- how and high order skills are majorly developed through academics towards which the educational institutes have a major role to play. At the institute level the study reveals that most of the academicians in both Mumbai and Pune region are not satisfied with the engineering curriculum since they believe it is not at par with the industry needs. However they are also of the opinion that understanding of the fundamentals is more important since without a strong knowledge foundation the new methodologies of the industry cannot be adopted easily.

The study has also taken into consideration the industry perspective which has emphasized on academic- industry alliance. Studies indicate that the base of the entire career and its growth lies on the primary education and its further hierarchical stages; hence the focus towards the learning should start from the primary education and then should go further till the end of the learning.

P.T. Mahajan et al wrote as follows. Educating students with a comprehensive and deep set of employability skills that are in demand would be of tremendous importance for the employability of individuals and for the country's development. Many institutes strive to

prove that their courses can enhance a student's employment prospects. Nevertheless, they need to be increasingly clear about the curriculum and services helps in developing skills and capabilities needed in the world of work, due to pressure of competitiveness.

Dr. Nidhi Pandey studied about life skills. Efficient networking of educationist, psychologist, mental health professionals and policy makers is required to develop a concrete life skills training programme. Life skills dealing to train to cope up loss and stress and at the same time develop critical thinking are required among youths. This is feasible when they have practical exposures and case study teaching methodology.

Vani Bhagwath and Krishna Pal had the purpose of the research was to generate new strategies, models, methodologies to modernize the traditional Italian university system, to create space for teaching and learning and to connect the university programs with the professional communities in order to improve employability after the economic crises of 2008.

Varwandkar Ajit and Deshmukh P.B. in their research an attempt has been made to identify the factors impacting employability skills of engineering graduates from the state of Chhattisgarh (India). An incidental non probabilistic sample of 75 graduate engineers from a group of assorted organizations was identified. Care was taken to select engineers with a minimum of 5 years of experience. Employability Questionnaire was developed and administered. Five independent variables have been identified to make a significant impact on employability skills of engineering graduates in the state of Chhattisgarh (India). These are Domain Knowledge, Empathy, Communication Skills, Motivation and Managerial Ability.

Geoff Mason et al makes use of detailed information gathered at university department level, combined with graduate survey data, to assess the impact of different kinds of employability skills initiative on graduate labor market performance. We find that structured work experience has clear positive effects on the ability of graduates, firstly, to find employment within six months of graduation and, secondly, to secure employment in 'graduate-level' jobs. The latter job quality measure is also positively associated with employer involvement in degree course design and delivery. However, a measure of departmental involvement in explicit teaching and assessment of employability skills is not significantly related to labor market outcomes.



Author summarized that in recent years considerable resources have been devoted to efforts to develop graduate employability skills in UK universities. In this article we assess the impact of different kinds of HE employability skills initiative on measures of graduates' labor market performance. Making use of detailed information gathered at university department level, we distinguish between three different mechanisms by which it is hoped to improve employability skills: the teaching and assessment of such skills by departments; employer involvement in course design and delivery; and student participation in work experience through sandwich courses and related programmes.

Our findings suggest that structured work experience has clear positive effects on the ability of graduates, firstly, to find employment within six months of graduation and, secondly, to secure employment in graduate-level jobs. The latter job quality measure is also positively and significantly associated with employer involvement in degree course design and delivery. However, there is no evidence that the emphasis given by university departments to the teaching, learning and assessment of employability skills has a significant independent effect on either of the labor market outcomes considered here.

The strong impact of sandwich participation on labor market performance is consistent with many other research findings. Indeed McKnight (2002) suggests that the effects of this kind of training may be quite durable: she finds a 4.6% salary premium attached to sandwich participation some 3.5 years after graduation after controlling for degree discipline and a range of personal and university characteristics. Even if we allow for the endogeneity issues arising from student selection of courses offering sandwich training, there seems little doubt of its positive effects on employment prospects.

Our finding that employer involvement in course design and delivery may also have an independent positive effect on the quality of graduate employment is new and, taken together with the findings on sandwich participation, suggests that exposing students to employer priorities and decision-making during their studies has positive effects on the future matches between graduates and their initial employers following graduation.

### **Conclusion**

The employability status of the students in various areas of education is in need to improve condition. Being good at the one skill cannot make sure that the competency in other. So today's scenario is that the applicant who is multi-tasking can sustain and gain in the employment. Hence the focus towards the learning should start from the education and then

should go further till the end of the learning. And learning is continuous not actually gets over by completion of the curriculum. The Indian educational governance is the one which is in earnest need of reforming. Besides 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. There is lot of potential to work out on this aspect and also the literature reviews shows that there is a scope to analyze the employability issues of Maharashtra students specifically from the alumni of engineering college .

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