

A STUDY ON EMPLOYABILITY SKILLS OF STUDENTS OF TECHNICAL EDUCATION INSTITUTIONS OF BHILAI & DURG

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Abstract: It is important for many individuals to be engaged in any kind of profession through which one can earn his daily bread and butter. This need appears to be same for each class of society and job. Today this ability can be called as an Employability Skill. It is nothing to do with whether you want a job or want to run any business. For the students it is very essential to have these skills not only to get new employment opportunities but also to retain and to grow on existing one also. Through this research paper authors want to focus on the employability skills of graduate and post - graduate students of technical education institutions of Bhilai & Durg. This paper consist concept of employability and factors affecting employability of the students.

Key Words - Employment, Employability, Students, Higher education, Knowledge, Skills etc.

I. INTRODUCTION

The term 'employability skills' is best understood and most widely used in the employment programme setting where 'employability' has been a key theme in supply side Active Labour Market Policies (ALMPs) over recent years. However, in this context the term is most often associated with 'job readiness through demonstration of some elements of the personal characteristics but less associated with creative thinking and problem solving skills. The term 'employability skills' is also in circulation in other settings, notably Higher Education.

Enhancing employability skills of the graduates' is not a new topic and policy makers are still making plans to increase graduates skills to meet the need of the current workforce. Higher education Institutions are one of key player in enhancing employability and their responsibility to identify how they can enhance skills of their —future employees.

In today's highly competitive environment, organizations constantly want more and more skills in the students. It is now firmly believed that the effective functioning of an organization depends largely on employees' efforts that extend beyond formal role requirements.

The present study focuses on the employability skills of the graduates and post -graduate students of technical education institutions of Bhilai & Durg. The data were collected through a questionnaire. The current study aims to examine the employability skills of students of technical education Institutions.

This research is important for any technical education who want to create generic employability skills in the students. This paper focuses on the employability skills in students of technical education institutions. High productivity and performance of students help for creating more and more skills for the employment. This study explored the contribution of employability skills on students of technical education institutions.

II. OBJECTIVES OF THE RESEARCH

- To identify the skills required for employability.
- To understand the Concept of Employability.
- To analyse various predictors of employability skills.

III. COMPONENTS OF EMPLOYABILITY SKILLS

Independent Variables: Harvey (2001) mentioned in his report titled Employability and Diversity; —Employability has many definitions but they break down into two broad groups. The first relate to the ability of the student to get (and retain and develop in) a job after graduation. The other set are concerned with enhancing the students' attributes (skills, knowledge, attitudes and abilities) and ultimately with empowering the student as a critical life-long learner (Hillage and Pollard, 1998; Harvey, 2001).

Dependent Variable: Employability is a set of achievements, skills, attributes and knowledge that make individuals competitive to gain and sustain employment which is beneficial for them, their employer as well as the economy (Yorke and Knight, 2003).

Table No. 1: Predictors of Employability

Independent Variable	Concept	Source	Dependent Variable
Knowledge Skills (X_1)	Knowledge Skills are those skills which are required to perform a job and are generally demonstrated through qualifying service, education, or training.	Weligamage 2009	Student's Employability
Thinking Skills (X_2)	Thinking skills refers to the practical ability to think in ways that are judged to be more or less effective or skilled to achieve certain purposes.		
Personal Skills (X_3)	Personal skills refer to the ability to manage your personal reactions to responsibilities and challenges in work and life.		
Personal Attributes (X_4)	Personal attributes mostly required by the employers are loyalty, commitment etc.		

Table No. 2: Predictors of Employability

Variable	Items	Scale/Instrument	Source
Student's Employability (Y)	Y_1	Fundamental Skills to be Placed in good organization	York & Knight 2003
	Y_2	Teamwork skills to be Placed in good organization	
Knowledge Skills (X_1)	X_{11}	Have a body of knowledge in the field(s) studied	Weligamage 2009
	X_{12}	Be able to identify, access, organize and communicate knowledge in both written and oral English	
	X_{13}	Have an appreciation of the requirements and characteristics of scholarship and research	
Thinking Skills (X_2)	X_{21}	Be able to exercise critical judgment	
	X_{22}	Be realistic self-evaluators	
	X_{23}	Be creative and imaginative thinkers	
Personal skills (X_3)	X_{31}	The capacity for and a commitment to life-long learning	
	X_{32}	The ability to plan and achieve goals in both personal and the professional spheres	
	X_{34}	The ability to work with others	
Personal attributes (X_4)	X_{41}	Strive for tolerance and integrity	
	X_{42}	Acknowledge their personal responsibility for: their own value judgments	
	X_{43}	Their ethical behaviour towards others	

IV. RESEARCH METHODOLOGY

Research Plan: The Descriptive and Causal designs are applied for this research paper. Descriptive approach is used because authors want to portray the ground level scenario of the selected topic. Primary and Secondary both type of data sources were used by the authors.

Research Hypothesis: The following hypothesis statement led authors to the results of this study:

H₁: Knowledge skill has significant impact on student's employability. (Weligamage 2009)

H₂: Thinking Skill has significant impact on student's employability. (Weligamage 2009)

H₃: Personal Skill has significant impact on student's employability. (Weligamage 2009)

H₄: Personal attributes has significant impact on student's employability. (Weligamage 2009)

Research Hypothesis: As this is a pilot study, authors have decided to select a Sample Size of 100 students from Technical Education Institutions of Bhilai and Durg City. Authors have applied the Convenience Sampling method for the selection of this sample.

Data Collection Tools- For the collection of primary data related to the employability of the respondents, authors have used Questionnaire designed for this purpose. Employability Skills, the dependent variable of the study, were assessed using two items. The items in the instrument measure the probability of Students awareness towards his skills. Student's employability was measured using 12 items instrument for all the four predictors of employability skills by (Weligamage 2009). Overall the internal consistency for all the 14 items including dependent & independent variables was checked and the Cronbach alpha was 0.794 (Table No. 3).

Table No. 3: Reliability Statistics

Cronbach's Alpha	N of Items
0.794	14

V. DATA ANALYSIS AND FINDINGS

In this research among 100 Students from technical education institutions in all over Bhilai & Durg, it was found that beta value of X_1 in coefficient table is -0.203 and significant value is 0.048. If the corresponding significant value is less than 0.01 or 0.05 that it means particular independent variable has significant. So we can say that X_1 that is knowledge skills has significant impact.

The 14 items were subjected to a principal component analysis with varimax rotation, the results of which are shown in Table. The factor analysis yielded five components corresponding to the seven variables including independent and dependent variables both. The result of factor analysis shows that Y_1 and Y_2 items of employability skills are loaded under 2nd component with high loading values of 0.883 & 0.915. X_{11} , X_{12} , X_{13} items are loaded under 1st component, so all the three items will be merged. X_{41} & X_{42} items are loaded under 3rd component with high loadings of 0.776 and 0.872. X_{22} & X_{23} items are loaded under 5th component with high loadings of 0.659 and 0.787. X_{31} & X_{32} items loaded under 6th component with high loadings of 0.829 and 0.783. Here factor analysis is shown below (Table No. 4).

Table No. 4: Factor Analysis and Reliability Test

Rotated Component Matrix								Cronbach alpha
	Component							
	1	2	3	4	5	6	7	
X11	0.797	-0.065	0.173	0.176	0.043	-0.025	0.044	0.705
X12	0.773	-0.108	0.160	0.203	0.117	0.025	0.041	
X13	0.816	-0.052	0.172	0.078	0.027	0.008	0.054	
X14	0.171	-0.015	0.423	0.204	0.335	-0.362	-0.144	0.518
X21	0.654	0.046	0.039	-0.264	0.111	0.285	-0.005	
X22	0.387	0.181	-0.167	0.032	0.659	-0.014	0.076	
X23	-0.007	0.011	0.064	0.030	0.787	0.049	-0.177	
X24	0.520	0.158	0.089	0.450	0.136	-0.133	-0.266	0.538
X31	0.162	0.090	0.207	0.077	0.104	0.829	0.073	
X32	0.003	0.029	0.118	0.181	0.139	0.783	-0.254	
X33	0.317	-0.105	0.114	0.326	0.361	0.166	-0.040	0.708
X34	0.065	0.114	0.035	-0.045	0.123	0.191	-0.687	
X41	0.325	0.080	0.776	0.038	0.055	0.201	0.065	
X42	0.097	0.071	0.872	-0.106	0.073	0.160	-0.016	
X43	-0.027	-0.002	0.276	0.012	0.594	0.265	0.279	0.843
X44	0.270	0.188	0.292	0.018	0.314	0.138	0.577	
Y1	-0.057	0.883	0.014	0.085	-0.032	0.106	-0.004	0.843
Y2	-0.074	0.915	-0.014	0.068	-0.003	0.105	-0.006	
Extraction Method: Principal Component Analysis.								
Rotation Method: Varimax with Kaiser Normalization.								
Rotation converged in 7 iterations.								

The Statistical Package for the Social Sciences (SPSS) (Version 16) was used to facilitate analysis. The psychometric properties of the instrument were analyzed using principal component analysis with varimax rotation to determine construct validity and Cronbach's coefficient alpha to determine the scale's internal consistency reliability. Finally, the regression analysis was conducted to determine the impact of antecedents of Employability. The value of R Square is 0.069 i.e. 6.9% as only predictor of ES has a significant impact. Here data analysis & interpretation are shown below (Table No. 5).

Table No. 5: Data Analysis and Interpretation

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0.263	0.069	0.028	1.683
Predictors: (Constant), X_2 , X_4 , X_3 , X_1				

Employability Skills has a significant impact on student's employability, as F value (3.48) is greater than Fcrit (2.27). Shown below (Table No. 6).

Table No. 6: ANOVA

	Model	Sum of Squares	df	Mean Square	F	Sig.
1	Regression	24.131	4	4.826	3.48	0.014
	Residual	325.850	115	2.833		
	Total	349.982	120			
Predictors: (Constant), X ₂ , X ₄ , X ₃ , X ₁						
Dependent Variable: Y						

Among all the four antecedents of employability only one antecedents viz. Knowledge skills(X₁) has significant impact on employability with p values of 0.048 ($p < 0.05$) as shown in table. Therefore research hypothesis H₁ is accepted whereas null hypothesis (H₀) is accepted for other three antecedents. Which are shown below (Table No. 7).

Table No. 7: Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.492	1.422		1.753	0.082
	X ₁	-0.358	0.179	-0.203	-2.003	0.048
	X ₂	0.125	0.119	.098	1.050	.296
	X ₃	0.096	0.131	0.071	0.729	0.467
	X ₄	0.127	0.139	0.091	0.909	0.365
Dependent Variable: Y						

Findings: When Knowledge Skills increases then the chances of gaining employment increases. So the students should develop such skills, as well as knowledge and personal skills to increase the prospects of obtaining employment.

VI. CONCLUSION

When Knowledge Skill increases then the chances of gaining employment increases. So the students should develop such skills, as well as other skills to increase the prospects of obtaining employment.

According to this study, it is suggested that when any students wants to gain employment then it is required to enhance their skills i.e. knowledge, personal, thinking skills and personal attributes. Out of these four skills, Knowledge Skills have a significant impact on employability.

Considering that in this research it is suggested that Knowledge Skill is very necessary than other skills that we have taken for our study because Knowledge Skills helps the students to enhance their employability skills as if the students are good in these skills then the employability will also increase and this is the objective of our research.

VII. REFERENCES

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