

A STUDY OF JESUIT HIGHER EDUCATIONAL INSTITUTIONS IN TAMIL NADU AND ITS CONTRIBUTIONS TO INDUSTRIAL REQUIREMENTS

Fr. P. Paulraj SJ *
Dr. G. Iruthayaraj **

*Research Scholar, Department of Economics, St. Joseph's College (Autonomous), Trichy.
**Associate Professor, Department of Economics, St. Joseph's College (Autonomous), Trichy.

Abstract

Globalization leads the conventional method of employability into an alternative way in all sectors. The country's economic status should be based on the accessibility, availability and adoptability of job in private sectors. The skilled human resources has become as a minimum requirements, without appropriate skills for the graduates the opportunities are not possible for employment in private sectors. Opportunities in the state run organizations are very scanty.

Nearly, 200 years the Jesuit higher education institutions are providing quality educational opportunities to diversified groups of the people in the state of Tamil Nadu and also being as pioneer educational institutions even outside the state boundary in India. Global market requires trained and skilled personnel to pursue their organizational goals, in this regard, the role of higher educational institutions are imperative in general and in particular Jesuit higher educational institutions are rendering excellent (yemon) services to the society. It fulfills the desire of private market jobs. This paper exhibits the real picture of Jesuit institutions for promoting quality education and provides knowledge capital to the society and particularly to job market needs. These days, where most of the educational institutions are meant with commercial motive without social objectives and goals but Jesuit institutions are established benchmark in the higher educational system. Today's world is richly endowed with human capital, therefore we have to choose appropriate human capital to pursue the organizational goals. In this respect present paper focuses its attention towards achieving employability of youth resources.

Keywords: Employability, Skills, Globalization career opportunity and Market.

Introduction

India is having heterogeneous factors combination to reach out the goal of the organizations, in which education is playing pivotal position to enhance the quality of human life, besides education shape the human being with adequate skills, in this we need institutional approach as it was rightly pointed out by Veblen. In olden days, educational systems are in very informal way of kurukula method, which inculcated morality and knowledge, but the present scientific society which requires evidence that can be inculcated by the education system which provides morality, knowledge and skills. That would be the outcome of institutionalizing education system. Under the globalized era, our government is playing a dormant role which significantly reduced the job opportunities in all sectors. The knowledge and skill competition among the existing human resources though higher education to the youth are imperative. This paper, inculcate the significant value of higher education and competitive efficiency, appropriate outcome based Jesuit higher education system in the state of Tamil Nadu. Skills cannot be acquired without formal education. Skills of the graduates can be brought out by offering outcome based education of Jesuit higher education institutions and their commendable achievements over the years.

Need for the study

Today's labour market expects a lot more from the graduates, which handles the risky situations in an organization without hesitations. The organizations expect the youths to take appropriate decisions in competitive environment and succeed. Even, if anything goes wrong the youths must be in situations to take up the responsibility and find the way out of derailing. The University classroom education is only show the right path to the graduates but it won't show any tangible result which is required for the job market needs. Graduates should have knowledge of application in the respective field. Candidate transits from formal education into job market should have certain skills such as interpersonal communication; analytical, numerical and core skills. It is imperative to study the educational institutions and its role to industrial requirements.

Statement of the problem

Competition, advertising, job oriented courses, best rankings and various other market forces are made the graduates to lose their relevance slowly and steadily among the recruiters. The job market is more concerned with the skills that they bring to the office desk to execute work rather than looking at their formal education. Here the role of minority institutions has become inevitable one. In modern days' higher education institutions are concentrating to start new innovative courses which are attracting students to enroll more numbers. But

they are lacking behind the need of the markets. The demand for skilled personnel are very much imperative to provide job opportunities. In this regard designing of curriculum is to be revamped, restructured and relevant to the market by the advice of learned peoples, academicians and researchers. Those people who have sufficient knowledge and experience to design the curriculum for present day's requirements. To prepare curriculum it is essential to include industrialist to share their knowledge. Updated knowledge in the relevant field is significant for absorbing in the job market. Now a day's Jesuit institutions have flexibility to design the curriculum and same has been practiced. The researchers have concerned to bring out the nuance of higher educational institution like Jesuits. Since Jesuits are having vision to promote value oriented education to both urban and rural youth.

Review of Literature

Willie T. Chinyamurindi et al (2018), from his study discover that most of the factors like, socio-economic status, education system, curriculum, higher education institution and social connections influence employability, Participants associated their employability or the lack of it with these factors in and around south African universities.

The **All India Survey on Higher Education (AISHE)** 2016-17 report highlighted that 28,348,197 students got enrolled at graduate-level. **Associated Chambers of Commerce and Industry of India (ASSOCHAM)** report published that in the year 2017-18 reveals that only 20 per cent of the five million students who graduate every year get employed.

Bassou El Mansour, Jason C. Dean (2016) found that today's employers require employees to have soft or non-technical skills in addition to technical skills like knowing how to learn, creativity, problem solving, interpersonal skills, leadership, presentation skills, ability to function as part of a team, strategic planning, managing customers, change management (**DEST,2012; CBI,2012**), communication in foreign languages, digital competency, cultural awareness and expression, initiative and enterprise, planning and organizing, and self-management(**Saunders and Zazal, 2010; Lorraine and Sewell, 2007; Kearns, 2001; Robinson et.al.,2007; SCANS, 1991**)

Pontifical Council for Justice and Peace, (2004) states that according to the norms of Jesuit education, human development requires empathy, critical thinking, collaborating with others, respecting diversity, and understanding interconnectedness. Nonetheless, awareness of global competence is a social responsibility, establishing that everyone has equal access in democracy, education, and ability to participate in transnational relationships for the common good.

The literature clearly indicates that the significant need of the skills oriented graduates to fulfil the need of the job markets. Moreover, all the studies advocated the design and curriculum based education impart knowledge to the students to enhance their skills.

Research Questions

The study has been conducted to find the answer for the following research queries.

- What are the overall employability skills of the graduate in Jesuit institutions Tamilnadu?
- What are the sources of recruitment for students?
- What are the effects of Gender on Employability skills?

Based on the above research questions the following objectives are framed for the present study.

Objectives of the Study

- To find out the overall employability skills of the graduate in Jesuit institutions in Tamilnadu.
- To examine the sources of recruitment for students.
- To analyze the effects of gender on Employability skills.

Hypothesis of the Study

Based on the objectives of the study the following hypothesis is formulated:

Ho1. There is no significant relationship between gender and employability skills in Jesuit institutions

Ho2. There is no significant difference between graduating stream on employability skills in Jesuit institutions

Date Analysis

The study is exploratory in nature. Proportionate stratified Random sampling is used for the study. The data constitute both primary and secondary data. Primary data is collected with the help of structured questionnaire. Data collected from 60 final year students of Jesuit colleges from Trichy and Madurai such as St. Joseph's College (Trichy), Arul Anandar College (Madurai) and Loyola Institution (Madurai). Secondary data are collected from different sources such as books, journals, and articles and web resources. Data are analyzed with the help of SPSS 22 package by employing percentage analysis, Mean score ranking, t-test and F-test.

Table reveals that a demographic profile of the sample of the study. From the above table it is evident that 90 per cent of the respondents are male and 10 per cent of them are female. Generally, most of the female graduates get married and only very few take up the jobs or pursuing their post graduation. The study concentrates on equal number of participants in each discipline like 25 per cent in each stream such as B. Sc.,

BA, BCA and B.Com. It is also observed that 23.3 per cent were associated as data analyst, 3.3 per cent of the graduates works in Call Centre (Voice), 10 per cent were employed as IT Software tester, 3.3 per cent as lead solution developer, 10 per cent as P.G assistant teachers, 3.3 per cent were in process, 16.7 per cent were programmer analyst, 26.7 per cent as software tester and 3.3 per cent were system administrator.

Table – 1: Demographic Profile of respondents

Gender	Frequency	Percent
Male	54	90.0
Female	6	10.0
Total	60	100.0
Qualification	Frequency	Percent
B. Sc.	15	25.0
BA	15	25.0
BCA	15	25.0
B.com	15	25.0
Total	60	100.0
Nature of Job	Frequency	Percent
Associate analyst	14	23.3
Call Centre (voice)	2	3.3
I.T (software Tester)	6	10.0
lead solution developer	2	3.3
P.G. Assistant (Teacher)	6	10.0
Process	2	3.3
Programmer Analyst	10	16.7
Software Tester	16	26.7
System Administer	2	3.3
Total	60	100.0
Qualification		
B. Sc.	15	25.0
BA	15	25.0
BCA	15	25.0
B.Com.	15	25.0
Total	60	100.0

Source: Primary Data

It was noticed that most of the respondents are either employed in IT or ITES sector. On the one side, these sectors have more prosperity to absorb graduated and wide opportunities. But on the other side, only very limited percentage of the graduates are in teaching profession.

Table – 2 presents the source of recruitment of the students. The table reveals that majority of the students i.e. 40 per cent of them tried to find jobs through social media like face book linked accesses. Today social media is a powerful tool to spread news. Followed by 26.7 per cent of students tried to procure the jobs through advertising media, blind applications drop in CVs, informal contracts/network, online platforms and established

contracts in the course of studies. Only 13.3 per cent of the students are recruited through career placements organized by placement cells in the educational institutions, 10 per cent of the student are also absorbed through their better involvements in internships and finally 6.7 per cent of the students through college career talk and recommended by college to academic staff.

Table - 2: Sources of Recruitment for students

S. No	Sources of Recruitment	Observations	Percentage
1	Advertisements in media	16	26.7
2	Recruitment agency	10	16.7
3	Campus placements organized by placement cell	8	13.3
4	Online platform/Internet/Job boards	16	26.7
5	Internship	6	10
6	College career talk	4	6.7
7	Recommended by college academic staff	4	6.7
8	Blind application(Dropped in my CVs)	16	26.7
9	Informal contacts/networks	16	26.7
10	Social media like Face-book, Linked In	24	40
11	Established contacts in the course of my studies	16	26.7

Source: Primary Data

Among various sources of recruitments, social media occupies primary positions. Though we have different sources, the students who have graduated from institutions have a specific opportunity in the college itself like placement cell.

Table -3: Descriptive Statistics of Skill requirement for Employability

	S.D	Mean	Mean ranks
Core skills	4.680	26.00	1
Personal Qualities	4.339	25.13	2
Attitude and work ethics	4.901	24.33	3
Process Skills	3.955	20.47	4
Initiative and Enterprise skills	3.266	16.67	5

The descriptive statistics of the skill requirements for employability are presented in table – 3. It reveals the opinion of the alumna records of the colleges to the employment. It is clear that the core skills are the first and foremost skills required for the employment. Personal qualities are ranked the second, attitude and work ethics as the third. The process skills of the graduates have been ranked as fourth and finally the initiatives and enterprise skills as the fifth skills required by employer from the students. Core skills are the base for the graduates to exhibit their talents to the employees in the job market. Since these skills are having depth understanding of the respective field. Without core skills it is difficult to perform better in the competitive job markets.

Effects of Gender on Employability skills

In order to find out the effect on gender on employability skills, t- test is employed.

Ho1: There is no significant relationship between gender and employability skills in Jesuit institutions

Ha1: There is a significant relationship between gender and employability skills in Jesuit institutions

Table – 4: Relationship between Gender and Employability Skills

Overall employability skills	F	Mean	SD	
Male	54	112.63	17.255	t = .041 df = 58 .000 < 0.05 Significant
Female	6	112.33	8.959	

From the above table – 4, it is clear that there is a significant relationship between gender and employability skills in the institutions, $t(58) = .041, p = .000$.

From the results the study may infer that gender is a primary factor to decide the employability skill in the study area of the present study.

Effect of graduating stream on Employability skills

In order to find out the significant relationship between graduating stream and employability skills, F-test is done.

Ho1: There is no significant relationship between graduating stream and employability skills in Jesuit institutions

Ha1: There is a significant relationship between graduating stream and employability skills in Jesuit institutions

Table – 5: Relationship between Graduating Stream and Employability Stream

Overall employability skills	N	Mean	SD	SS	DF	MS	Statistical inference
Between Groups				481.600	3	160.533	F=.573 .635>0.05 Not Significant
B.Sc.	15	113.53	14.947				
BA	15	107.80	16.661				
BCA	15	115.13	17.480				
B.com	15	113.93	17.746				
Within Groups				15700.800	56	280.371	
B.Sc	15	44.13	6.632				
BA	15	41.53	8.717				
BCA	15	44.20	6.678				
B.com	15	42.40	9.598				
Within Groups				3593.467	56	64.169	

From the above table it is evident that there is no significant difference between graduating degrees and employability skills $f(.573) = .573, p = .000$.

Result shows that graduating degree does not have role but only skill alone the reason for the employability

Implications of the study

Majority of the students try to find their jobs through online platforms and Social media. In general, students those who are preferring jobs first, is found that the core skills have high mean ranking followed by personal skills, attitude skills and enterprise skills in the order line as enumerated. In order to determine the implications of the employability factors, a similar study is also required to be conducted for female students (since the female students participation in the survey is less). The study also found that the skills possessed by the candidate for the employment is same irrespective of the disciplines they have complete.

Conclusion

In addition, the internships to the outgoing students of the college also place an imperative role in the job market. Internships will make them reevaluate their hopes and aspirations at the outset of their career life. This will also help them reassess their skills and where they stand. All the implications of the study suggested can be reiterated upon the underperforming students or the students who have failed to reach their goal of having their first job. This study has made the students to understand that the skills and training are the major competent to determine the employment of graduates. This study is also made the need of depth role of the Jesuit Institutions in higher education.

References

1. **Bassou El Mansour, Jason C. Dean (2016)**, Employability Skills as Perceived by Employers and University Faculty in the Fields of Human Resource Development (HRD) for Entry Level Graduate Jobs, *Journal of Human Resource and Sustainability Studies*, 2016, 4, 39-49.
2. **Robinson, J.S., Garton, B.L. and Vaughn, P.R. (2007)** Becoming Employable: A Look at Graduates and Supervisor's Perceptions of the Skills Needed for Employability. *NACTA Journal*, 51, 19-26.
3. **Willie T. Chinyamurindi et al (2018)**, Perceptions of factors that affect employability amongst a sample of final-year students at a rural South African university, *SA Journal of Industrial Psychology*, ISSN: (Online) 2071-0763, (Print) 0258-5200.
4. **Venetia Saunders and Katherine Zuzel (2010)**, Evaluating Employability Skills: Employer and Student Perceptions, *Bioscience Education*, ISSN: (Print) 1479-7860.