

Relationships between employability and career resilience: A descriptive Study with Information technology sector

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ABSTRACT

The world today is filled with ever-increasing fragmented, diverse as well as global careers for the individuals. Every person has to develop abilities for adapting and navigating the development of oneself in the context of occupation or the work. The concept of career adaptability comprises of psychological resource which can facilitate an employee for the effective management of the challenges and changes in career. It helps the employees to fit themselves according to the environment of the work. The current study also explains the advantages of career adaptability along with its impact over the employee's career resilience. The study has been done by the author in the context of the employees working in Information technology sector. The employees are selected as respondents by executing simple random sampling and the number of respondents selected is 100. The respondents are asked to fill in a questionnaire in order to get the data needed to carry out the study. The data so collected is put into regression analysis. The findings as per the analysis reveal that, employability statements positively influence the career resilience.

KEYWORDS: Employability, Career Resilience.

INTRODUCTION

The feature of employability proves to be essential for the individuals to acquire and retain a job. Employability refers to the technique or the skill which can be attained by an individual. It also can be used to refer to the personal traits and attitudes of an individual (Harvey, Locke and Morey2002). Fugate, Kinicki&Ashforth (2004) had defined the word employability in the context of psychology. The authors had the belief that it is a psychological variable which comprises of the characteristics of the individuals. The features as referred by the authors improve the work-interface of the individual and thus are recognized by

the organization in which the individuals are employed. According to De Cuyper, Raeder, Van der Heijden and Wittekind (2012), the term employability can be explained as a personal source. The term can be explained as a personal feature which reflects the experience of resiliency and the competence for manipulating the work environment (Hobfoll, Johnson, Ennis, & Jackson, 2003).

The concept of career resilience means the competence of a person in adjusting the ever-changing situations of his/her career, in order to direct his/her life with effectiveness in all kinds of twists as well as turns of the career path. The world full of intense competition has made the construct of resilience in career to be not just acquired by the individual, but has to be maintained effectively as the professional skill. The term resilience means the process of adapting, negotiating and managing the stress factors in an efficient way. The aptitude of resilience in an individual facilitates him/her to cope up with all forms of stress situation in life as well as profession. Resilience in a person starts developing from his childhood stage and moves on to the next stage of development as the person takes a step to the next stage of life. Several researches had been done regarding resilience in the context of developmental psychology. The major issue faced by the employees as well as the organization is the effective management of the construct of career resilience due to the influence of globalization, the ever-changing pace of technology and the ever-changing career trends.

STATEMENT OF PROBLEM

The generation of the current era is of type which do not have the patience to withstand any one profession. The younger generation, who goes to a job, keeps on changing their job if they are not satisfied with any one attribute in the job. This means that they do not have the flexibility to stay in a single profession for a long time. This makes their future as the one which is not fixed and with no issues.

NEED FOR THE STUDY

The study exhibited here shows the younger generation with the influence of employability on their career resilience. This study reveals them the necessity for being flexible to the job conditions of work, so as to have a problem-free life and also future free of worries.

OBJECTIVES

The main aim of the research study is to observe and analyse the effect of employability on the career resilience of the employees of the Information technology sector.

REVIEW OF LITERATURE

Hsiu-Lan Shelley Tien & Yu-Chen Wang (2017) reviewed the employability, career adaptability and the career resilience of the people in Asia. All the three constructs mentioned here are essential in the life of a person. The constructs mentioned here refer to the ability and aptitude of a person to get a job, uphold it, take steps for transition effectively and have a peaceful and satisfied life. The authors of this paper had explained the connotation of career adaptability in the context of the Asian society. A discussion of the relationship of adaptability with the satisfaction in life was also made in this paper. The authors had, next, introduced a model of hierarchy for the career employability. They had interviewed 41 people of Taiwan. This model was based on the analysis of the grounded theory and comprised of six groups. They included; personal factors, identity, career planning, cooperation, professional knowledge and making a positive approach to get into the world of job. The concept of career resilience was suggested to explain the relation amidst the life satisfaction, career adaptability and employability.

Maria Eduarda Duarte et al., (2017) studied about the employability, career adaptability and the career resilience in the context of managing the transitions. The transition from school-work had been put in as the starting point of explanation by the authors of this research paper. The authors had categorized the paper in three main blocks. The 1st block was about the overview and historical context of career adaptability. The next block deals with the employability with its definition, historical contextualization and detailed review of previous papers regarding employability. The third block in this paper was regarding resilience in the context of its definition. Resilience was explained by the authors as an action than just a structure for understanding the procedure of career management which is self-directed.

Jérôme Rossier et al., (2017) studied about the significance of employability, career adaptability and career resilience in the development of a successful life. According to the holistic approach, the paradigm of life design proposed that the environmental and individual constraints and the resources help the people to design the journey of career of the person. To be specific, the aforesaid resources can be developed by the individuals and for this purpose, the career interventions facilitate the individuals to design their career. The constructs of career resilience and adaptability facilitate an individual to make better usage of the resources

of the environment, which in turn, help to develop their employability. The career path of an individual and the employability is based on the blend of the environmental and personal factors.

Jacobus Gideon Maree (2017) had studied about the psychology of employability, career adaptability and career resilience. The paper examined the way in which the profession of career counselling responded to the worldly changes that occurred due to the need for a faster communication and dissemination of information in an effective way. It helps the individual to enhance the career adaptability of a person and also helps the individuals to be more employable. The authors had revealed that, for accomplishing these purposes, the individuals have to attain career resilience. The paper had considered the historical analyses that revealed that in times of technological changes and loss of job, the individuals had the ability of managing the new technology for the creation of new opportunities of work.

RESEARCH METHODOLOGY

The research study has been carried out among the employees of Information technology sector and the respondents are selected through simple random sampling. The sample size of the study is 100. The data needed for the study is collected through a questionnaire which is dispersed among the respondents of the study. The data so collected is analysed with the help of regression. Employability scale developed by Rothwell et al. (2008)

ANALYSIS AND INTERPRETATION

R	R Square	Adjusted R Square	F	Sig.
.757(a)	.573	.541	17.668	.000(a)

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	1.321	.283		4.674	.000
There is generally high demand for graduates at the moment.	.167	.052	.238	3.210	.002
There are plenty of job vacancies in the geographical area in which I am looking.	-.061	.051	-.095	-1.193	.236
I can easily find out about opportunities in my chosen field.	-.036	.060	-.052	-.594	.554
The skills and abilities I possess are what employers are looking for.	.259	.062	.426	4.161	.000
I am generally confident of success in job interviews and selection events.	.153	.054	.250	2.814	.006
I feel I could get any job as long as my skills and experience are reasonably relevant.	.141	.067	.219	2.105	.038
I believe that I can get a job in my field when I graduate	.039	.074	.057	.524	.602

a Dependent Variable: Career resilience

The findings of multiple regressions reveal the fact that job performance is affected by the job characteristics. For checking the R^{2s} significance, ANOVA is calculated. The F score got is 17.668 ($P < 0.000$). Hence it is reported that the factors of employability significantly positively affect the career resilience. The results of regression analysis shows, those 5 dimensions of employability statements considered for the study positively affects burnout. The positive coefficient is indicative of the fact that employability statements improve the career resilience of the employees.

CONCLUSION

The current world of changing conditions in work and the incertitude of the current circumstances of employment has got the tendency to test the employees on a regular basis for facing the challenges in career. For withholding the existing employment in the path of career, the individuals have to be adaptable to the ever-changing employment situations. Employability statements positively influence the career resilience.

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