

A STUDY ON DETERMINANTS AND LEVEL OF EMPLOYABILITY OF MANAGEMENT GRADUATES IN RTM NAGPUR UNIVERSITY.

Author:

Mr. Hemant Anant Deshmukh

Assistant Professor

Dr. Ambedkar Institute of Management Studies & Research,
Deekshabhoomi, Nagpur – 440010

ABSTRACT

India is a country where a large chunk of its population is young i.e. below 35 years of age. This is often termed as India's demographic dividend which can usher the country into a new era of becoming an economic superpower. However, this requires that the young population be engaged in productive employment. However, the jobs available in the market require the prospective employees to possess a certain minimum level of knowledge, skills and attitude (KSA). These three parameters define the employability of the candidates. Concerns have been raised on various forums about the employability of Indian graduates. Therefore, various stakeholders such as the universities, employers, government and others are striving hard to ensure that the graduates not only secure the degrees but also possess the employability skills required by the industry. This study attempts to identify and rank the determinants of employability for Management graduates in order of preference of recruiters. It also tries to assess whether the university syllabus and pattern is conducive to imparting these skills and finally there is an attempt to study if the RTM Nagpur University Management graduates possess the desired skills.

KEYWORDS: Employability, Management Graduates, Skills.

INTRODUCTION

India is a country where a large chunk of its population is young i.e. below 35 years of age. This is often termed as India's demographic dividend which can usher the country into a new era of becoming an economic superpower. However, this requires that the young population be engaged in productive employment. In a highly populous country like India, providing employment is a crucial task for the government. Providing direct employment to all through the public sector enterprises is practically not possible for the government. Therefore, it is government's endeavor to create job opportunities through involvement of the private sector enterprises. All the policies of the government are focused on encouraging domestic and foreign enterprises to set up business facilities in India. In last two decades the service sector of the economy has proved to be a major job provider for country's youth. However, the jobs available in the market require the prospective employees to possess a certain minimum level of knowledge, skills and attitude (KSA). These three parameters define the employability of the candidates. Concerns have been raised on various forums about the employability of Indian graduates. Securing a university degree does not guarantee the employability of the candidate. Therefore, various stakeholders such as the universities, employers, government and others are striving hard to ensure that the graduates not only secure the degrees but also possess the employability skills required by the industry. So what exactly are employability skills? Peter Knight & Mantz Yorke have defined employability skills as "A set of achievements, understandings and personal attributes that make individuals more likely to gain employment and to be successful in their chosen occupations". Yet another definition by Critical Behaviour Inventory says "A set of attributes, skills and knowledge that all labor market participants should possess to ensure they have the capability of being effective in the workplace – to the benefit of themselves, their employer and the wider economy".

LITERATURE REVIEW

Employability skills can be seen from two perspectives. First is that of a graduate being Industry ready i.e. the candidate starts performing immediately on joining the job. The second perspective is that of employability skills possessed by candidates which enhance their long term career prospects. Dr. Meenakshi Gandhi (2013) has identified the following skill sets in order of importance as those contributing to the employability of candidates – Effective Communication, Problem Solving, Numeracy, Self Motivation, Organizational Skills, Leadership & Management, Flexibility & Adaptability, Team Working, Negotiations Skills and Diversity & Sensitivity.

N. B. Awandekar et al (2016) studied the level of employability skills of Pharmacy graduates in Nagpur region. They found that candidates only focused on acquiring a few skills such as communication and technology. Whereas, they had not made any serious attempts to acquire other skills. Thus a pool candidate was available which was qualified but lacked employability skills.

OBJECTIVES OF THE STUDY

1. To identify and rank the determinants of employability for Management graduates in order of preference of recruiters.
2. To assess whether the university syllabus and pattern is conducive to imparting these skills.
3. To study if the RTM Nagpur University Management graduates possess the desired skills.

RESEARCH METHODOLOGY

The Research here is descriptive in nature. Study aim to describe various parameters of employability skills and the level of employability skills observed in management graduates of Nagpur University. Sample consisted of 42 HR managers or corporate managers who undertake recruitment process. Opinion of recruiters from various industries was taken regarding the suitability of present education system to develop the skills of MBA graduates. Method of sampling used was Judgmental Sampling. Structured Questionnaire was used for collection of primary data. Secondary Data was collected from various sources, journal, magazines, and websites.

HYPOTHESES

1. RTM Nagpur University Management graduates don't display the desired levels of employability skills.
2. Present set up and the teaching-learning process in RTM Nagpur University institutes is not conducive for imparting the employability skills.

DATA ANALYSIS

Data was collected from the respondents through a structured questionnaire. A five point Likert scale was developed in which 40 positive statements were used. The choices ranged from 'Strongly Agree' with a weight of 5 points to 'Strongly Disagree' with a weight of 1 point. 21 statements were pertaining to the first hypothesis i.e. various attributes displayed by the RTMNU Management graduates. The weighted average scores were calculated for these statements and a single tailed t-test assuming unequal variances was used to test the hypothesis. The criterion of hypothesized mean was set at a score of 126 points. Thus if a respondent's score on a parameter is below 126, it was concluded that the candidates don't display the desired level of skill on that parameter. The score of 126 was calculated assuming that out of 42 respondents, 8.4 respondents would select each of the 5 alternatives. The results showed that the calculated t-value in the test was 1.863 as compared to the critical value of 1.724 for 20 degrees of freedom and at a significance level of 0.05.

As the test value was greater than the critical value, hypothesis 1 was rejected. Thus it was observed that 'RTMNU Management graduates display the desired levels of employability skills'. These skills are namely - Effective Communication, Problem Solving, Numeracy, Self Motivation, Organizational Skills, Leadership & Management, Flexibility & Adaptability, Team Working, Negotiations Skills and Diversity & Sensitivity.

For testing of the second hypothesis, weighted average scores of the remaining 19 statements were used. Single tailed t-test assuming unequal variances was used to test the hypothesis. Calculated t-value in this case was 13.478 as compared to the critical value of 1.734 for 18 degrees of freedom and a significance level of 0.05. Hence hypothesis 2 was rejected which meant that 'Present set up and the teaching-learning process is conducive to impart the employability skills'.

Hypothesis 1: $\mu \leq 126$

T-test: One Sample Assuming Unequal Variances

	Score
Mean	139.1428571
Variance	1044.128571
Observations	21
Hypothesized Mean	126
df	20
t Stat	1.863899298
P(T<=t) one-tail	0.038542018
t Critical one-tail	1.724718218
P(T<=t) one-tail	0.077084037
t Critical two-tail	2.085963441

Hypothesis 2: $\mu \leq 126$

T-test: One Sample Assuming Unequal Variances

	Score
Mean	152.7368421
Variance	74.76023392
Observations	19
Hypothesized Mean	126
Df	18
t Stat	13.47881107
P(T<=t) one-tail	3.8028E-11
t Critical one-tail	1.734063592
P(T<=t) one-tail	7.60562E-11
t Critical two-tail	2.100922037

Conclusion

- Nagpur University Management graduates have desired level of Employability skills.
- Negotiation skills are listed less in Management graduate of Nagpur University.
- Management Graduate of Nagpur University has less strategic thinking ability.
- HR respondent feels present setup is sufficient but proper implementation of setup is needed.
- Present teaching setup is proper but there is always scope of improvement.
- Nagpur University and colleges should take efforts to improve skills of MBA graduates such as negotiation skills.
- Employability skills can be improved by assigning live project, internships, and various activities to improve communication and by assigning presentation to increase confidence.
- MBA graduates of Nagpur University should improve their command on different software.

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