A STUDY ON EMPLOYABILITY OF ENGINEERING STUDENTS IN NAGPUR CITY

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ABSTRACT: The present research report uncovers that Soft skills are affecting business, particularly of engineering students. Subsequently, the investigation is bound to engineering understudies as it were. The examination uncovers the way that jobless engineering youth are inadequate in soft skills abilities and unfit to take care of businesses demand the extent that aptitudes are worried. There is high requirement for soft skills mindfulness among the adolescent for expanding work openings. The soft skills improvement is call of great importance. The present research is intended to scrutinize and understand the need of soft skills and communication skills in enhancing the performance level of engineering students in the corporate sector. Thus, an observatory cum survey method is planned to assess the usefulness of soft skills and communication skills in making engineers employable.

INTRODUCTION: With the worldwide rivalry on steady ascent, eliminate costs, advertiseeconomy and concentrate on profitability in all circles no matter what. Clearly, the industry began searching for HR very much outfitted with all the required capabilities as occupation prepared officeholders. The institutional ecoframework, the businesses either fabricating merchandise or offering administrations were constrained to which was running on the old conventional approach, began feeling the warmth and thus initiated getting extra esteem-based sources of info other than specialized learning and abilities with a specific end goal to make the understudies comprehensively prepared.

Today employability is far greater a test than joblessness. Industry pioneers feel that the "aptitudes" and "quality" of the workforce require a great deal of change. Tormented with issues like educational modules, absence of qualified staff, low quality of substance, and not really compelling examination framework, specialized establishments don't give flagging an incentive in the activity advertise. What's more, subsequently a dissimilarity exists in the sort of abilities educated at universities and those that are requested in industry.
The present research report uncovers that Soft skills are affecting business, particularly of engineering students. Subsequently, the investigation is bound to engineering understudies as it were. The examination uncovers the way that jobless engineering youth are inadequate in soft skills abilities and unfit to take care of businesses demand the extent that aptitudes are worried. There is high requirement for soft skills mindfulness among the adolescent for expanding work openings. The soft skills improvement is call of great importance.

An Outline about Engineering College's Soft Skill Training Pattern

The present practices in proficient professional institutions are based on five key components:

1. **Syllabus:** Curriculum rattles off 'what' of showing/realizing process. Educational modules are a structure of what will be the extent of realizing, what will be a succession of different courses in connection to each other, what will be weight given to different subjects and whether the subject will be surveys just on term-end examination premise, or will there be a nonstop assessment by teachers. This is especially critical variable since understudies in India are very cognizant about evaluations.

2. **Assets:** The sources from where the thoughts and data are drawn from educators, or students: the books, articles, cases, individuals, films, library, diaries, daily papers etc.

3. **Drill Work:** The 'how' part of the process; from customary addressing to board exchange, participatory preparing, live tasks, and re-enactment and pretends, e-learning etc. The soft skill abilities are in space of preparing instead of educating, and strategies and time distribution for soft aptitudes improvement should be examined.

4. **Mentors:** A tutor conveys learning, as well as transmits he esteems and persona. The last being similarly gotten by students; how do the mentors measure up on this level? Mentors require characteristics and aptitudes required for exchanging the abilities. Coach adequacy relies upon the scope of the standard from enthusiasm to profundity, from correspondence to persistence.

5. **Learners:** The end-clients, who accompany their own learning style, weights, needs, desires, and level of duty. The jigsaw of soft skills improvement is fragmented without the understanding a student; it takes more than sitting in session for students to maximize soft expertise advancement mediations.
OBJECTIVES OF THE STUDY:

- To investigate the demographic details of the student respondents
- To study the impact of employability skills
- To advice on the same towards the benefit of students and faculties

REVIEW OF LITERATURE:

1. Rosetta Ziegler (2007): It is important that engineering understudies create and upgrade essential relational abilities i.e. perusing, composing, talking and being proficient in the work environment. These aptitudes fabricate an important establishment that impacts and shapes the sorts of specialists that organizations of higher learning produce. The significance of these relational abilities frequently alluded to as "S5", are made light of in engineering Programs in favours of an overemphasis on the specialized "hard abilities". This mentality and practice incite convictions and states of mind that the "soft aptitudes" are auxiliary, even immaterial. Therefore, building understudies are frequently outfitted with specialized learning, yet an absence of the "soft abilities", abandons them under-arranged for this present reality of work. This paper investigates the thought of "Soft Skills in a Mechanical Engineering training environment, with specific concentrate on understudy sees on the part and estimation of these abilities in teaching "new thousand years" engineers.

2. Lonice Morley (2007): distinguished that instructive experience and process can contribute the advancement of employability ability and financial benefit can be exchanged on the generation and codification of capabilities and skills.

3. Artisan Et Al (2009): found that organized work encounters a business contribution in degree course outline and convey have clear beneficial outcomes on the capacity of graduates to secure work in graduate's level employment. The solid effect of sandwich interest on work advertise execution is outstanding.

3. Somalingam A. and R. Shanthakumari (2013): The article endeavours to investigate employability aptitudes and capability of youthful building graduates in the corporate situation of India. Through the paper, the creator means to assess the present status of graduate specialists, their aptitudes of employability and capacities to work in the
authoritative space. The creator investigates the different imperative soft abilities and capabilities which are must for architects to make them idealize fit in the association. The creator firmly recommends that in creating employability abilities among engineering understudies, instructive foundations and instructors assume a key part. For all the specialized foundations it is a critical assignment to change over youthful era of building graduates into employable graduates.

4. T. SwarnaLatha (2013): Soft abilities preparing is empowering and enabling the youthful graduates with appropriate behaviours and aptitudes to get great going in work environments. All the dialect educators ought to ascend as phoenix from the fiery debris of customary technique for granting learning and change over to advancement as for change in attitude, material and philosophy, which will change the classroom from instructor focused figuring out how to learner-focused figuring out how to improve the ability sets to suit to Industry needs. For accomplishing this, a move is particularly required at the levels of surrounding syllabus, showing approach and instructor's readiness to acknowledge and actualize change. The present situation resembles a reminder to dialect instructors which induces them to adjust to the changing needs and desires of the business.

RESEARCH METHODOLOGY: To conduct this study questionnaire and interviews will be used as primary tools to assess the need and role of communication skills and soft skills in refining the performance of engineering students in the organization. Observatory scheduled will be prepared to observe the teaching process of English teachers. For secondary data, the researcher will take the aid of various books, newspapers, research journals, databases of Government, published reports of organizations and annual reports of colleges and universities.
ANALYSIS AND INTERPRETATION:

Shows the MEAN & SD for the factors of employability skills perceived by engineering student at Nagpur

<table>
<thead>
<tr>
<th>Factors</th>
<th>No. of Respondents</th>
<th>Mean</th>
<th>SD</th>
<th>Median</th>
</tr>
</thead>
<tbody>
<tr>
<td>Stress Coping</td>
<td>600</td>
<td>26.12</td>
<td>5.96</td>
<td>24</td>
</tr>
<tr>
<td>Communication Skills</td>
<td>600</td>
<td>19.05</td>
<td>5.02</td>
<td>20</td>
</tr>
<tr>
<td>Leadership Skills</td>
<td>600</td>
<td>17.80</td>
<td>4.92</td>
<td>18</td>
</tr>
<tr>
<td>Team work &amp; problem solving</td>
<td>600</td>
<td>22.20</td>
<td>5.20</td>
<td>23</td>
</tr>
<tr>
<td>Time management</td>
<td>600</td>
<td>13.82</td>
<td>4.04</td>
<td>14</td>
</tr>
<tr>
<td>Self-Efficacy</td>
<td>600</td>
<td>18.80</td>
<td>5.76</td>
<td>19</td>
</tr>
</tbody>
</table>

[Source: Primary Data]

FINDINGS OF THE STUDY:

1. The obtained mean value of 26.12 with S.D of 5.96 for the factor of Stress Coping indicates that the obtained value is higher than the cut off value of median score 24. This value indicates that the groups of engineering students are facing more stress in their academic demands and they need coping mechanisms to minimize their stress levels.

2. The obtained mean value of 19.05 with S.D of 5.02 for the factor of communication skills indicates that the obtained value is lesser than the cutoff value of median 20. This value indicates that the students of engineering domain need more of communication skills in order to get their employability skills.

3. The obtained mean value of 17.80 with S.D of 4.92 for the factor of leadership skills indicates that the obtained value is lesser than the cut off value of median of 18 in the study. This value infers that the students of Engineering are in need of more information and skills on leadership qualities, in turn, it would help to develop their personality and pave way for their employability.
4. The obtained mean value of 22.22 with S.D of 5.21 for the factor of team work and problem solving indicates that the obtained value is lesser than the cut off value of the median 23 in the study. The value indicates that the students of engineering domain need to learn more on Team related work and it would help them to solve different kinds of problems at work in future.

5. The obtained mean value of 13.82 with S.D of 4.04 for the factor of Time Management indicates that the obtained value is lesser than the cut off value of the median 14 in the study. This value indicates that students of engineering domain are to be trained on the skills of Time management as it is one of the important components of employability skills.

6. Finally the obtained mean value of 18.80 with S.D of 5.76 for the factor of Self-Efficacy indicates that the obtained value is lesser than the cut off value of the median 19 in the study. This value indicates that students of engineering domain need to improve on their personal effectiveness in order to get the job in future.

**CONCLUSION:** Today’s engineers need to be inculcated with the soft skills such as team building, time management, leadership, motivation, flexibility and work ethics and etiquettes along with their English language efficiency. But unfortunately, today's current curriculum of engineering does not focus or give much priority to soft skills and communication skills development as compared to the technical skills. Thus, there is great urge today for the engineering institutions and the universities to bring out desire changes in the present syllabus pattern to enhance students ‘skills to make them a perfect fit in the global corporate competitions. As industries and many of the MNCs play crucial performers in the campus recruitment process hence they should be taken into consideration while framing the syllabus. To gear up engineering pupils in the battlefield of the corporate world it is very much essential to design the framework of engineering as per industry needs. As change is important and unavoidable to grow similarly the curriculum change is also very important and timely. Today's education pattern needs to adapt the changes and demands of rapidly changing corporate world so that education system will be able to produce a not just a better leader or manager but a better human being.
REFERENCES