

A Study of Parity of Employability between Academic Skill Sets and Industry Requirement in Commerce Graduates

Priya P. Kshrisagar

Research Scholar

Dr. K.D. Meghe

Dhanwate National College

Nagpur

Abstract :

Students of commerce faculty are lacking in getting employment due to employability skills, which need to be improved. The corporates are changing drastically and their requirements are ever changing. To cope up with these changing corporate world, they are expecting that their employees should be well conversant with the changing demands. The students of Nagpur District are lacking in those terms. So it is necessary to study why these students are lacking and give suggestions to improve this situation.

Keywords : Employability, Corporate Training, Job skills

Introduction :

- In India, large number of commerce colleges of different categories exists.
- They have one common objective i.e. to train their students and make them ready for the corporate world.
- They try with the best of their capabilities and infrastructure to nurture the required skills of their students.
- While corporate hire fresh management graduates they know that they need to train and mould them as per their specific requirements
- these graduates should have professionally trained and possess basic fundamental skills which are required in business world.

- In colleges students were trained in various aspects of subject knowledge along with employability skills required.
- It is important to understand the expectations and experiences (In reality) of the Corporate India on the employability skills for campus recruitment for commerce colleges.
- It is necessary to analyze the gap in required employability skills and corporate expectations.

Aims and Objectives

- To evaluate the significance of branch of study and employability skills amongst students.
- To examine the expectations of the students from the commerce colleges of RTMNU.
- To study the expectations of the corporate from the students and commerce students.
- To identify essential attributes of employability skills from the corporate perspective
- To find out the expectation and experience of corporate executives for the identified essential attributes of employability skills of commerce graduates during campus recruitment.

Hypothesis :

H_0 : There is a no significance association between employability skills and industry expectation

H_1 : There is a significance association between employability skills and industry expectation

Employability Skills

- Employability skills are those basic skills necessary for getting, keeping, and doing well on a job.

- Unlike occupational or technical skills, employability skills are generic in nature rather than job specific and cut across all industry types, business sizes, and job levels from the entry-level worker to the senior-most position.

Problem of Employability

- Lack of attention towards education
- Problem of over-expectation
- Unawareness of Technological advancement
- Mismatch in demand and supply
- Job Mismatch
- Employers today are greatly concerned about finding good employee and training them.
- Human resource managers and corporates who are looking for hiring competent employees are facing the issue of skill-gap which is defined as the difference between the skills needed on the job and those possessed by applicants.
- Employers prefer to hire people who are trained and ready to go to work, and they are usually willing to provide the specialized, job-specific training necessary for those lacking such skills.
- The Commerce students of Nagpur District are lacking in getting a proper job due to lack of employability skills.
- So it is necessary to study the problems of employability and suggest proper solutions.

Factor Influencing Employability

In current corporate sector, officers and employers are trying to enhance the ability of the employee in different ways; many training programs are scheduled in order to upgrade the qualities in an employee, coaching are also opted as an option, Mentoring also is practiced in offices as well. In mentoring process employee is provided with an employer who guides and trains employee in a regular practice so that the employee gets the right way of doing of doing work..

Employees with working experience are appreciate and welcomed with higher interest because of the fact that the employer expects employee to have better abilities and flexibilities as they have already experienced the corporate world and so he/she as experienced the situations and conditions in advance. These programs allow employees to be exposed to new experience but all these require a willingness to learn new things and functions.

Training is one of the major activities which increase the employability for the candidates. Training is basically done for the management employee/candidates because dealing with different personalities is not an easy deal to accomplish. It needs a large training ad development schedules. “Bassanini” also proved that training programs have helped to raise the overall employability of workers, extensively improving their chances of gaining reemployment after having been laid off. Investment for the employee team is an important activity in order to improve market elasticity some activities like training workshops are also considered in order to train the employee to learn from live examples. It said that these courses intensively help employee develop new skills and activities.

It is always seen that the higher education system always gives impressive impression and image to the employer because it has a longer time span for completion. “Mincer” says that employees that have long years of education are able to find suitable jobs easily. On the other hand, “Groot and Maasen van den Brink” says that education has no significant impact in making workers more employable. They also indicated that employees with longer years of tenure in the organizations tend to be less employable within the firm. This is due to accumulation of talent that makes the employees less capable of committing new tasks which require new skills and knowledge..

In current government sector’s employability, preference is given according to the educational degrees possessed by the candidate and if a person is graduate, he is preferably opted by the government department according to the vacancies, even though the vacancies in such department are rare. And due to this preferential choices if vacancies arise, proper placement is organised of the graduates over the non-graduates. According to the demand requirement which was considered by a newspaper survey team.

Hypothesis Testing :

H_0 : Today Corporate training does not play any important role in gaining employability.

H_1 : Today Corporate training plays an important role in gaining employability.

This hypothesis regarding role of corporate training in employability is tested through the One Sample t-test using statistical software SPSS.

One-Sample Statistics			
N	Mean	Std. Deviation	Std. Error Mean
20	1.7800	.61558	.13765

One-Sample Test					
Test Value = 3					
t	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
				Lower	Upper
-8.716	19	.000	-1.20000	-1.4878	-.9118

To test this hypothesis; a Likert scale is used. Response of 20 educational institute respondents are recorded and inputted in the SPSS software. The mean value generated is 1.78 and Standard Deviation is 0.61. The test value is set as 3 as Likert scale is tree level scale to record the responses. From the above One Sample t-test hypothesis is significant i.e. 0.000. So the NULL hypothesis is rejected and the alternate hypothesis ‘Today Corporate training plays an important role in gaining employability’ is accepted.

Conclusion

- Majority of industries feels that students of commerce are lacking in employability.
- Majority of industries feels that employability enhancement training is essential to get placed.
- Majority of industries feels that corporate training is required to be recruited.
- Majority of industries feels that mainstream education is not flexible enough to accommodate changes of the dynamic business environment.
- Majority of industries feels that the corporate training courses act as important facilitators to bridge the gap between industry and mainstream education today to boost employability.
- Parity of Employability between Academic Skill Sets and Industry Requirement amongst Commerce Graduates is the need of hour and it must be improved urgently.

References

1. Arthur, M. B., & Rousseau, D. M. (1996), The boundary less career: a new employment principle for a new organizational era. Oxford: Oxford University Press.
2. Ashton, D. N. (2004), „The impact of organisational structure and practices on learning in the workplace“, International Journal of Training and Development, 8, 43–53 Chancellor of the Exchequer in his 1999 b pre-budget Report
3. Coleman, J. S. (1988), „Social capital in the creation of human capital“, in C. Winship and S. Rosen (eds), Organizations and Institutions: Sociological and Economic Approaches to the Analysis of Social Structure (Chicago, IL: University of Chicago Press), pp. 95–120.Coffield 1997.
4. Coleman, J. S. (1990). Foundations of social theory. Cambridge, Mass.: Harvard University Press.
5. Common Wealth of Australia, 2002; Department of Education, Employment & Workplace Relations 2012.



6. Coopers & Lybrand (1998), Skills development in Higher Education. Report for CVCP/DfEE/HEQE, November, London: Committee of Vice-Chancellors and Principals of the universities of the UK (CVCP).
7. Dweck, C. (1999) Self-theories: their role in motivation, personality and development. Psychology Press, Philadelphia.
8. Fay, D. and Frese, M. (2001), „The concept of personal initiative: an overview of validity studies“, Human Performance, 14, 97–124.
9. <http://www.wikipedia.org>
10. <https://www.thehighereducationreview.com>
11. <https://www.skillsforemployment.org>
12. <https://www.youthcentral.vic.gov.au>
13. <https://www.nagpuruniversity.org>