

A Study on the Perception of the Need of Employability Skills among Management Students

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Abstract

Businesses need young professionals with excellent communication skills and subject-matter knowledge in a constantly changing globalized market. There is a rising need for management graduates from reputed business educational institutions as the global market is rising financially and digitally. As a result, budding professionals are required to be up to date on the newest trends, technologies, and applications, all of which helps them to be employed. Even though they are taught the technical skills necessary for their profession in their course curriculum, employability skill-based training can help them to transition into their new positions more smoothly. Hence, it is crucial to clearly define the strategies and vision for training and placement department, in terms of employability skills, are more closely aligned to the "needs" of businesses in order to guarantee that the students are equipped for the workforce. The aim of the present study is to demonstrate how postgraduate management students perceive the value of employability skill-based training in enhancing the personality-based qualities and professional capabilities for selection, placement, and successful performance in industry. Data from 181 postgraduate management students from the top 4 colleges in Jabalpur City were collected using a standardized questionnaire electronically. From the survey, it is concluded that more than 94% felt that training in employability skills is necessary to become ready for the employment.

Keywords: Employability Skills, Training, Education, Global Job market

INTRODUCTION

In a market that is continuously changing due to globalization, businesses require young employees with strong communication skills and subject-matter knowledge. Young professionals must be knowledgeable about the most recent trends, technologies, and applications because doing so will make it easier for them to get work. Because of their strong interpersonal, professional, and communication skills as well as their capacity to relate to people from all racial and ethnic backgrounds, they are able to bridge gaps and promote workplace diversity. Also, they can boost productivity, stay up with the shifting market and customer expectations, and contribute fresh perspectives and ideas to the company. Young individuals can provide a new and stimulating viewpoint, enthusiasm, and excitement, which can enhance employee engagement and motivation as well as the atmosphere of the company as a whole [1].

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Despite the fact that skilled human resources with high competitiveness and employability skills are needed to handle the era of technological disruption, employers find a lack of competence among job seekers [2]. Over 75 million young people in developing nations are unemployed, and in most of these nations, youth unemployment rates are two to

four times greater than adult unemployment rates. Also, education providers must provide them with information and abilities either soft or hard skills which are relevant to the workplace to enable them to be productive and employable by the sector. Employers seek employees with a variety of skills, in addition to technical ones, such as communication, teamwork, problem-solving, and critical thinking [3].

By producing the necessary skilled workers, higher education plays a crucial part in nation formation. The job readiness of management graduates in India is a problem for employers and higher education institutions, who influence the supply and demand of the labor market. India's higher education institutions work hard to prepare their students for the workforce and the industry. Higher Education institutions (HEIs) are under pressure to create training programmes considering ever changing stakeholders needs, forecast requirements and make the right judgements if they want their students to survive in the highly competitive professional business environment. To ensure that the students are prepared for the workforce, it is imperative to clearly identify the strategies and vision for training and placements that, in terms of employability skills, are more closely suited to the "needs" of businesses [4].

Employability skills are the characteristics of employees, outside of technical skill proficiency that make them a valuable asset to the employer. It also includes reliability, an optimistic outlook, cooperation, and other emotional skills and attributes. It also includes problem-solving, decision-making, reading, basic mathematics, and other basic skills [5]. Employability skills are knowledge, abilities, and competencies that workers must possess to enhance their capacity to obtain and maintain employment, advance professionally, deal with change, find new employment if they choose to leave their current position or are fired, and enter the labour market more readily at various stages of their lives. Individuals will find it easier to get jobs if they have substantial education and training, high skill levels, the capacity to work in teams, IT proficiency, the capacity to solve problems, and communication skills. They can adapt to changes in the workplace thanks to their blend of skills [6].

These employability skills often involve abilities in leadership, management, team building, cooperation, collaboration, presentation, IT, and organizational skills. They also frequently include communication and problem-solving abilities. They must be able to work both independently and together, which is another crucial skill. This kind of training is necessary in almost every business to ensure that employees possess the core skills needed to execute their jobs, including awareness of workplace expectations and problem-solving skills [7]. Even though the fresh graduates already possess the domain skills necessary to perform their positions, employability skill-based training can help them work more efficiently. Young people with excellent communication skills and subject-matter knowledge are always an asset of organisation. Thus, educational institutions can have a substantial impact on the current employment market by offering training programmes that use the aforementioned ideas. Young people will receive professional development training and have their employability skills boosted, which will benefit businesses in the long run [8].

The 'employability skills' have been evolving as critical attributes of graduates since the last two decades. The employable qualities of the 21st century have been identified by numerous graduate research studies, including India Skill Report 2022 as communication and interpersonal skills, decision making and problem-solving skills, knowledge management, strategy and planning, teamwork and flexibility, ethics and responsibility, digital literacy etc. Unlike technical talents or degrees that are specific to a particular career, these skills are applicable to occupations in various sectors [9]. Raising educational standards to worldwide levels is therefore currently necessary. In order to prepare students to meet the demands of industry employers and develop employability skills to ensure a satisfying long-term job, educational organizations like the All India Council of Technical Education (AICTE) must sincerely work to provide a realistic approach to technical and management education [10].

Hence, the present study aims to show how well-informed postgraduate management students are about the value of employability skill-based training in enhancing and improving the personality-based qualities and professional skills for selection, placement, and successful performance in industry.

METHODOLOGY

Given the significance of employability skills, this research gathered information from earlier studies that covered employability skills for the modern world. Additionally, this study evaluation aids education providers in better preparing their students for the job by showcasing the work skills that companies value. For this study, data from the top 4 colleges in Jabalpur city were gathered using a standardized questionnaire. To collect responses, a set of eight closed-ended questions were electronically circulated through Google forms, to make the process easier for the respondents.

Additionally, social media platforms were used for disseminating the questionnaire among the sample population. The sample size for the study consisted of 181 respondents for this investigation gathered using a convenience random sampling technique. The study also discusses publicly accessible data gathered from academic literatures, websites, blogs, papers, journals, and academic publications in relation to employability skills among postgraduate students.

DATA ANALYSIS & INTERPRETATION

The following graphs were made using data gathered from respondents using Google forms to show how students see the importance of employability skills in order to be job-ready. Eight structured, closed-ended questions in all have been analysed, with 181 respondents' responses being highlighted.

Q1 Your Gender please
 181 responses

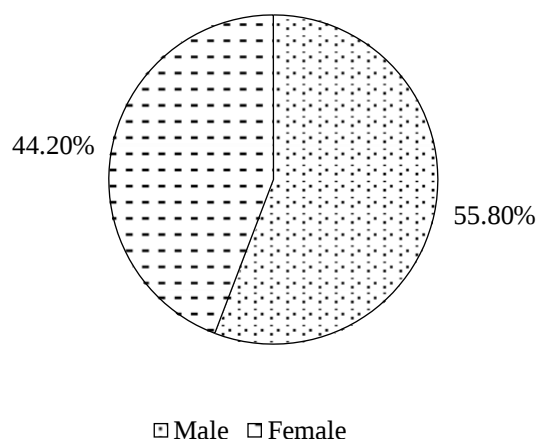


Figure 1. Gender.

The above graph displays the replies from the 181 postgraduate management students who responded to the structured questionnaire that was distributed electronically to them. Figure 1 80 females and 101 males, or 55.8% and 44.2% respectively, responded.

The responses of respondents, who include both students who will soon find employment and those who have recently already earned a master's degree in management, are shown in the graph above. As can be seen, the majority of respondents 34.8% and 21% have finish their degrees in 2023 and 2024, respectively, while 27.6%, 8.9% in 2022, and 7.7% in 2021 of the respondents will finish their programmes before 2020. This demonstrates that the respondents are a mixture of recent and recently graduated postgraduates who are knowledgeable about the market trends Figure 2.

Q2 When did / will you complete your MBA ?

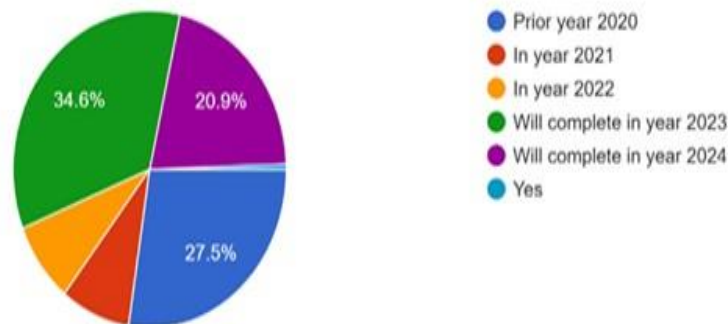


Figure 2. Year of passing.

Q3 Do you agree that employability skill based training is must to prepare the students to face the challenges of industry and perform efficiently ?



Figure 3. Employability Skill Based Training.

Overall, the survey's findings indicate that 93.3% postgraduate management students required training in employability skills to be prepared to meet the demands of the workplace and function effectively. The results highlight the significance of offering management students specific training to make sure they have necessary abilities to succeed in their future careers Figure 3.

Q4 How will you rate the importance of employability skill based training (on a scale of one to five with 1 as least important and 5 as very important)

181 responses

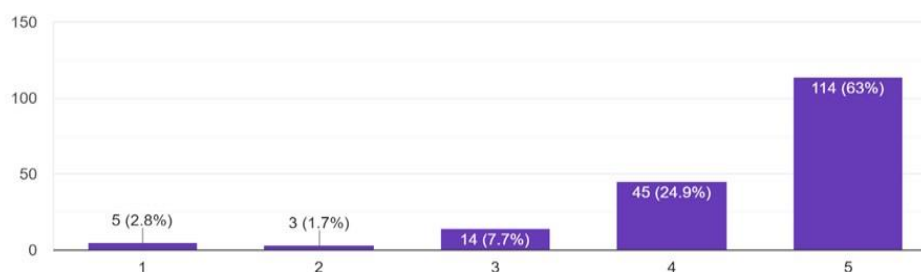


Figure 4. Importance of Employability.

This implies that employability skill-based training is an important aspect for the participants and should be considered a priority. Figure 4 Additionally, it also shows that most participants view it as

important (on a Likert scale with 1 as least important and 5 as very important). According to the graph above, employability skill-based training was assessed as being very important by 63% of participants, followed by about 25% (45) who ranked it as being important. Just 4.5% of voters selected "less important" or "least".

Q5 Employability skill based training enhances following important personality based attributes to what level ?

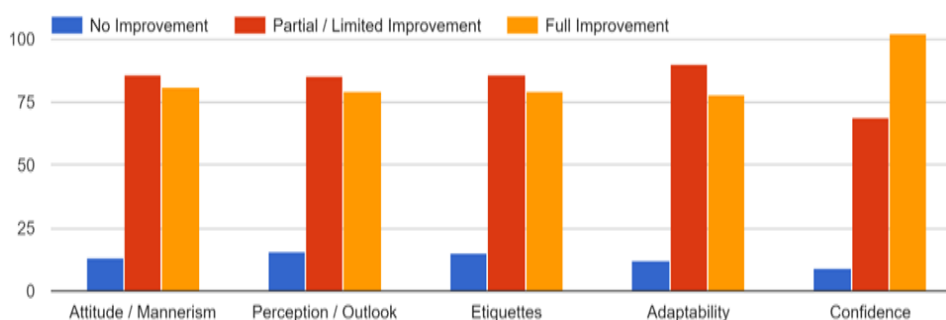


Figure 5. Personality-Based Attributes.

Only a small minority, less than 10% of participants represented in the graph above voted for no change in their personality-based attributes following the employability skill-based training, as opposed to more than 90% who indicated partial or complete improvement. The findings show that employability skill-based training greatly raises a person's degree of "Confidence," which is one of their most important personality traits in addition to adaptability, manners, etiquette, perception/outlook towards something, attitude, and mannerism. In light of this, employability skill-based training can be stated to considerably improve participant personality-based qualities Figure 5.

Q6 Employability skill based training helps in bringing improvement in following important profession based attributes to what level ?

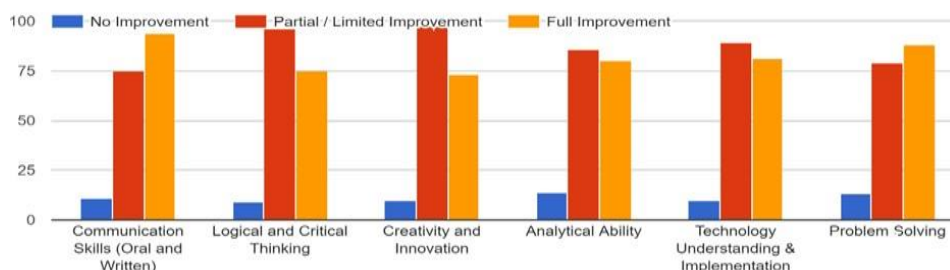


Figure 6. Implementation and utilization of learned skills.

In any training, implementation and utilization of learned skills have a major impact on its performance Figure 6. The a fore mentioned graph demonstrates that the vast majority of participants (more than 90%) concur that employability skill-based training aids in improving their professional-based attributes, as opposed to the small number of respondents who disagree and think that it has very little positive impact on people. According to the responses, the employability skill base significantly improves majorly their communication Skills, problem solving skills, technology understanding and implementation, creativity and innovation, logical and critical thinking and analytical ability amongst the professional qualities.

Q7 To what level / degree does the employability skill based training is helpful to the student / candidate in selection, placement and performance ?

181 responses

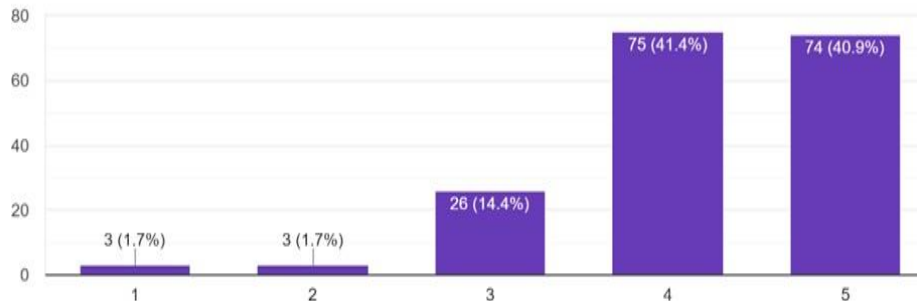


Figure 7. Assistance in the Student Selection.

The graph shows that the majority of those who took the Employability Skill-Based Training course support its usefulness and assistance in the student selection, placement, and performance Figure 7. It can be concluded that over 82.3% of the participants indicated that they agreed with the statement that employability skill-based training is a crucial factor in student selection, placement, and performance and 17.7% of the participants, on the other hand, did not respond as positively.

Q8 In view of dynamically changing working environment, do you agree that there is a need to update / modify the employability skills based training on a continuous basis ?

181 responses



Figure 8. Dynamically Changing Environment

The above graph demonstrates that the majority of respondents (93.3%) believe that updating or changing the curriculum for skill-based training is necessary to ensure that post graduate management students are properly skilled as per the changing needs of the industry. Nonetheless, a small percentage of participants (6.7%) disagree with the demand for curriculum updating or revision Figure 8.

CONCLDING REMARKS

The survey's results showed that the majority of respondents believed that training in employability skills was important for student selection, placement, and performance. They also believed that in order to properly assist students, the current curriculum needed to be revised and adjusted. The survey's results reveal important information about the present demand for training in employability skills as well as what may be done to advance the industry. The present study can be utilized to guide future deployments of this type of training. Thus, it can be concluded that employability skill-based training is crucial for ensuring the students for successful selection and placement in the professional field. Both employers and students will benefit with training in employability skills.

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