



Research Paper

A Study on Employability Skills of Indian Youth

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ABSTRACT

India is a large country with a huge potential and possibilities of growth. The potential of growth lies within the large human resource which the youngest country in the world have. India has around 70 percent of its population below the age 35 years. But, the picture of the large human resource isn't that simple as it seems in a general preview. When dug deeper we find that in the era of technological advancements where new technology is arriving every day the quality along with the quantity matters much more. The nature of current era jobs are not as simple as previous ones in today's world, modern jobs need a person to be available with specific subject knowledge as well as some general skills which can be in other terms called as soft skills and hard skills. The person applying for the job must be ready with both types of skills as per the demand. In the paper we will try to look for the factors that affect the employability of the Indian youth as well as what are the skills needed for graduates to be employed. The paper will also look into the perception of graduates about the skills needed for being employed.

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I. INTRODUCTION

The research paper focuses on current scenario of employability in India and employability skills of Indian youth.

As per the survey conducted by the National Sample Survey Office i.e. NSSO in the year 2019 the unemployment rate raised to 6.1 percent which was highest in last 45 years and after the Covid-19 pandemic in the year 2020 it further raised to 7.11 and in the year 2021 it further increased to 8 percent, where unemployment rate for urban areas have been calculated to be 9.1 percent and for rural areas it has been calculated 7.5 percent. The overall data represents a serious issue of unemployment that India is facing.

But, unemployment is not the only issue that have India has been facing there is an issue bigger than that of unemployment that India have before it right now. Employability of the Indian youth have been a bigger problem in recent years, there have been technological advancements in almost all the sectors. Automation, artificial intelligence, cloud computing, robotics, machine learning, big data and many more such technologies are arriving on day to day basis. There have been many changes in working environment and work culture of Industries but as per many reports the skills of the youth in India have not improved much, the arrival of new technology and incompetency of youth have been a key factor of unemployment in these years, the poor curriculum structure of the education is also regarded as one of the factors.

II. OVERVIEW OF EMPLOYABILITY SKILLS

In general, employability skills can be regarded as the skills that helps someone to get a job, it is defined as doing value creating work and getting paid for it and learning and enhancing the skills at the same time to get better opportunities in future.

The skills and attributes that are considered to be vital for employability other than academic knowledge are self-management, team working, problem solving, communication skills, basic computer and

software skills, leadership skills, adaptability skills, learning skills, problem solving skills, operational skills but there is a gap between the perception of skills needed for employment between the graduates and employers.

As per UNICEF and Global Business Coalition for Education 54 percent of south Asian will lack necessary skills to find a decent job by the year 2030 and 50 percent of the Indian youth are not on the right track to have the education and skills necessary for the employment by the year 2030. If we consider Engineering sector, there were 6472 colleges in the year 2017 for engineering alone. U.N. Rao panel in the year 2003 already warned the government about the excess supply of Engineering students which implies that in the present time we have more than enough engineers.

The higher number of graduates raise a serious issue of having quantity but not the quality. There are various reports which claims that the youth don't have enough skills to be employed. As per a report by McKinsey in the year 2005 only 25 percent of the Indian Youth were employable. Reports by Aspiring Minds of recent years claims that 95% Indian Engineers are unfit for software related jobs, 37.7 percent can't write a correct compliable code only 4.7 percent are capable of it. The reports also state that only 3 percent of the people have new age skills such as machine learning, artificial intelligence, data engineering, cloud computing etc. and only 10 percent to 12 percent people have exposure to new age skills.

The studies claim the poor skill set which the Indian youth have is result of poor curriculum and academic structure but there have been studies which suggest only education system is not at fault, Aspiring minds reports states that many times employer look for fundamental knowledge of the subject which was taught in the college and educational institutes but that too is not available with the student in many cases. Many skills have been included in the curriculum and are taught but students do not bother to learn about the practical applicability of those skills.

III. REVIEW OF LITERATURE

As per MONALISA MOHAPATRA, SRIKANTA CHARANA DAS, B.C.M. PATNAIK, IPSEETA SATPATHY AND SNEHALATA DAS, IN THEIR PAPER "IMPACT OF INFORMATION AND COMMUNICATION TECHNOLOGY (ICT) ON EMPLOYABILITY" (2019) has discussed the importance of information and communication technology. The study suggests that there is need of reforms in educational sectors as the reviews done in paper found that there is a large skill gap between what is needed in the corporate or industrial sector and with what the students are equipped with. Today's work environment requires the employees not only the basic skills but also need variety of skills such as soft skills which will help the employees to perform as per the need of dynamic environment of current era. The study stresses on the need of educational sector reforms to fulfil the skill gap possessed by students at the entry level as what is asked by the employers, i.e. the focus is on the occupational skills rather than general skills that are already provided. A large part of Indian youth is unemployable even after being graduate due to the skill gap; there should be some reforms in the educational sector which may help graduates to identify the factors affecting the employability level. There is need of reforms which may help to make graduates more employable and the system has to be replaced with a new system that could provide trained manpower. Three types of skill are identified in the paper which are technical skills, management skills and personal skills for any IT worker and for that educational institutes are required to provide the proper skills set to students which should consist of technical and transferable skills, fundamental skills of literacy and ICT skills. The more employable manpower will help the economy to grow to new heights and as per the study, "They need to gain adequate ICT skills for employment and they should have the ability to fit into knowledge based society".

Study by YASMEEN BANO AND S.VASANTHA, "REVIEW ON STRATEGIES FOR BRIDGING THE EMPLOYABILITY SKILL GAP IN HIGHER EDUCATION" (2019) states that gap between employees ability and employers expectation which in simple words is skill gap. As per the study employers do not find the employees competent as per the need of their work environment. The main reason behind the arising skill and employability is digitization and technological advancement. To overcome this study suggests changing the recruitment process or methods, establishing career development platforms and packages to encourage work engagement. The skill gap has to be removed for growth and as said in the study lowering the skill gap can show growth in merchandise, productivity, worker retention, professional development and employee retention as well. For making the students' employable communication between employers and higher education institutions can be of great help based on the study of student and employer engagement in discipline environmental science. The strategies or approaches suggested bridging the employability skill gap can be university – industry collaborative approach, skill-based education, project based learning, work based learning (Learning through internships and live projects), technology enabled learning, up-skilling the faculty. There has been several initiatives taken by Indian government for making a skilled India such as vocational training programs, skill India program which are good but soft skills are need to be developed using new and innovative approaches to make the students job ready. On the basis of qualitative analysis of the data it was found there is lack of preparation at primary and secondary level of school which somehow are responsible for development of

necessary soft skills and solution is to restructure the leadership and offer more training to the faculties to impart necessary skills. For better productivity and economic growth technical education is much needed and for the development of such skills curriculum need to be developed on the interdisciplinary approach to make the students fit for the job.

BINDU ANN THOMAS AND DR. K.V. UNNINARAYANAN in their STUDY “A STUDY ON EMPLOYABILITY SKILLS OF MBA STUDENTS FROM THE MANAGEMENT INSTITUTES IN THE STATE OF KERALA (2018)” stated that Indian higher education system is the third largest in the world even after that only 7% of the Indian students are employable according to the report of „Associated Chambers of Commerce and Industry of India (ASSOCHAM)” which was published in year 2017. The objective of education is to make students equipped with skills and employable which will result in economic growth. The paper discusses about the employability of the management graduates. Multidimensional skills are need current era of education for students. Due to emerging trends the jobs need adaptability due to its ever-changing nature, only effective planning and execution are not sufficient rather there is need of logical thinking, analytic reasoning and effective communication. The study suggests change in the current curriculum which only imparts theoretical knowledge and hard skills. The curriculum needs to be updated as per the need of industry and corporate world. On the basis of Confederation of Indian Industry (CII) skill report 2014 study states that at the current pace we have 75-80% skill gap across industrial sector. Reports of CII also state that only 10% of MBA students are employable. Various employability reports mention that the employability rate of graduates has fallen from 25% in year 2007 to 7% in year 2017 even though the number of MBA students has increased by four times and passing of the graduates is high. We have more people with such skills which are not needed in corporate world and right fit for job are hard to find. The youth are educated and directionless without a job which indicates the business schools fails miserably in imparting required employability skills; even the most literate state of India is no different than others. There is need for development of soft skills as well as IT skills for making graduates employable. The findings of the study show the on a Likert scale of 1 to 5 the average skill score of students was 3.36 which shows lack of skills. There also a perception gap about the employability skills among, fresher and graduates which needs to be updated by making changes in curriculum and more interaction with the industries and corporate world.

In a study by CHANDRA MOHAN SINGH, ASHOK CHANDRA AND SANJAY SHARMA, “A STUDY ON STATUS OF EMPLOYABILITY SKILLS AMONG FRESH ENGINEERS IN CHHATTISGARH” (2018) the graduates in engineering need various soft skills along with the hard skills they already have. With the help of a questionnaire it was studied that engineering students lack various necessary soft skills which are much needed as per views of employers. Employability as per the study is work readiness the ability which is necessary to gain, maintain and grow in a job, can also be considered as a particular skillset needed to perform and get a job. The study was focused to reveal the employability skills lacking in the engineering graduates due to declining employability of Indian graduate engineers and get idea what are needed skills to get any job. On the basis of reposes of the study, graduates are poorest in technical knowledge & skills, logical thinking skills, and numeracy application skills. Regarding problem-solving skills, communication skills, personal presentation skills, they are better than above skills but still poor. Further, computer proficiency, teamwork skills and information technology skills condition are better than other skills mentioned above but still poor. From the study outcomes it was anticipated that the un-employability of the graduates is one of the Major reasons that many graduates remain unemployed. There is need to understand the skill gap and have to be filled accordingly.

AJIT BANSAL, in his paper “A STUDY ON EMPLOYABILITY SKILLS OF MBA STUDENTS: EMPLOYERS AND STUDENTS PERSPECTIVE” (2018) discussed that it is much needed to improve the employability of the management students which lies on the shoulders of educational institutes. The management students have to address many critical issues, one of survival, intense competition, serving the needs of stakeholders, delivering industry employable graduates and in the process of doing all this develop brand equity etc. And due to poor framework of education system management students don't possess the required employability skills from the point of view of industries and hence management institutions should take necessary steps to improve their pedagogy. Various researches says that in India there are only 10 % MBA students are employable and the study by the ASSOCHAM Education Committee (AEC) noted that only 7% of the pass outs are actually employable in India excepting graduates from IIMs due to the lack of required skills they should have. The reason behind it was tried to be accessed by a questionnaire over a liker scale of five perceived employability skills by MBA students is 4.00 and the mean score employability skill available among MBA students as perceived by industry is 3.59. The mean score of perceived attributes by MBA students is 4.25 and the mean score of available level of employability attributes among MBA students as perceived by industry 3.59. The main reason behind this perception gap as concluded in the study is the course curriculum of management institutions and universities which is not updated as per latest industry requirements. The skills considered by employers include problem solving skills, interpersonal skills, communication skills, Integrated

and value, result oriented, domain knowledge expertise, decision making skills, leadership skills, team player skills etc. There is need of change the dimension of learning by updating course curriculum, innovative teaching pedagogy as well as andragogy and students are going to get jobs. Researcher can conclude that some efforts can be taken to bridge this gap through various development programs for MBA students in addition to the syllabus and pedagogy of MBA course.

L. KALVANI and R.V. MAHESHWARI in their paper “GAP ANALYSIS AND IMPLICATIONS TO DEVELOP EMPLOYABILITY SKILLS: A CASE STUDY OF NEC (2015)” did a case study on employability skills of students of National Engineering College (NEC), Kovilpatti, Tamilnadu. The paper focuses on the rapid changes in the economic growth and due to that growth there is rise in demands for employability skills. It emphasizes on the need of change in education system and also renewal of components of this system is needed. The focus of study is on engineering graduates. The study stresses on employability rather on employment. Institutions must be responsive to demographic shifts that have occurred in higher education through strategic planning. One of the parameters of measuring quality of education has been the employability of graduates from these technical institutions. The changing scenario has created pressure on employers to identify and recruit graduates that possess critical employability skills relevant to current demands. According to the case study the employability skill set comprise technical knowledge, effective communication, core competency, interpersonal and team work, positive attitude, self-confidence, managerial skills, integrity, adaptability and so on. The skills which are lacking as well as most needed are team work, communication, problem solving skills, lifelong learning, social and ethical responsibilities. There is a gap between perceptions the graduates and the employers about the job and industry which can be filled by a proper interaction among them and necessary changes in curriculum as per the demand of industry and corporate world.

IV. FINDINGS & CONCLUSION

As per the study and references that have been collected suggests there is need of refinement in various sections of educations system as well as skill based curriculum is needed for the students. Renovation of the perception of the graduates and youth towards the employability skills needs to be changed. There is a huge gap between the perception of employer and graduates the gap needs to be addressed.

There is need of development of new age skills and general work environment skills such as team work, leadership skills, basic computer and software skills, problem solving skills etc. all such skills are needed to be addressed at personal as well as academic level.

There is need of change in learning methods used by students which leads only to the academic level knowledge the approach needs to be more practical and robust.

The structure of examinations needs to be changed because as per current examination patterns a student who actually don't know how to write a ten-line correct code can pass a programming language exam.

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