



ANALYSIS OF EMPLOYABILITY SKILLS OF UNDERGRADUATE ENGINEERING STUDENTS IN VIEW OF EMPLOYERS PERSPECTIVES

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ABSTRACT

The employability issue is most demanded one in this world. In one corner employers are demanding the right skills to meet the ever-changing needs of today's global economy and this has become something of a war city. In the other corner is the learning and skills sector, which is working hard to help develop a better skilled workforce. The Objective of this research was to develop a clearer understanding of the skills employers expect from young people coming into the workforce to hold. Unemployment among 18-24 years old remains a key issue. The researcher wants to come out in this study about the employers' expectations from the young people coming into the workforce. The researcher has analyzed about the employers demand for a better skilled workforce.

Keywords: unemployment, employability, workforce.

INTRODUCTION

The major issue in employment is employability skills which plays a major role for the young graduates. Today one third of adults do not hold the equivalent of a basic school-leaving qualification. Almost majority of the adults are not functionally literate. School, colleges must provide effective opportunities to further development of employability skills. This places further emphasis on the need for clarity in defining which skills are necessary and using this to inform how, where and when these skills are best developed. When students realize that they are unlocked from the academics they need the right skills, attributes and knowledge to successfully secure their job. And also in parallel with the academics, students should aim to develop key skills that will help them in their future career. The skills which students have planned to develop will reflect their own abilities, personality ad interests, as these will aide in their choice of career.

When we look in the area of Chennai there are more than 100 engineering colleges located in and around but whereas the campus placement opportunity is only for less number of students getting placed, then what about the remaining students position where they get employable. It's only because of the employability gap,

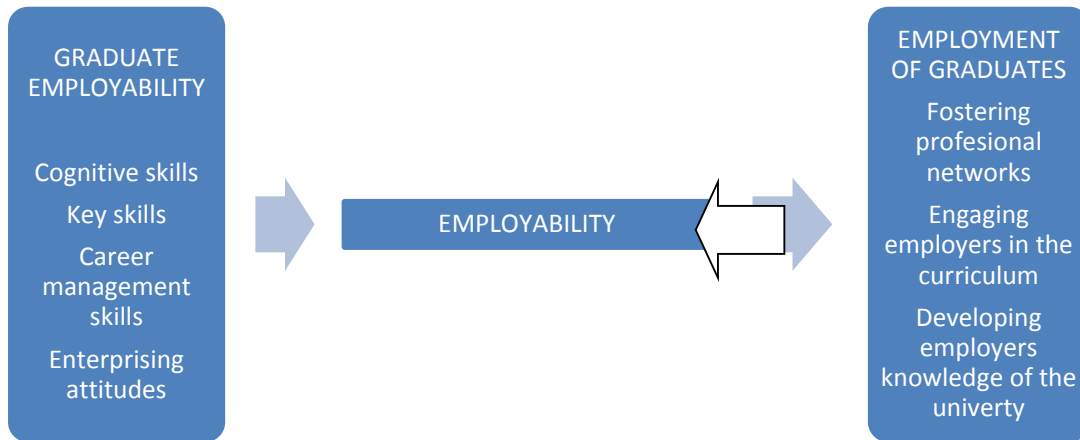
that is identified in this paper with the help of some of the recruiter from various companies and their view is analyzed with the help of structured questionnaire and concluded. Survey is conducted among the 103 undergraduate engineering students In Chennai and with the help of statistical tools result is given.

Enhancing employability ensuring success

Employability skills are the skills that have been developed inside and outside the colleges that is transfered to the workplace. Many students already have the employability skills companies are looking for but they don't realize it that it is highly needed for their career. Employability skills can be listed as key behaviors, competencies, soft skills, transferrable skills, personal skills, generic skills and basic skills these skills are considered to be employability skills. Usually the employers looks for Can you do the job? Are you motivated? Do you fit with the organization?

EMPLOYABILITY

The following details shows about the Graduate Employability and Employment of Graduates.



Employability of graduate are Cognitive skills, career management skills and enterprising attitudes and also when we look for the employment of graduates which includes Fostering professional networks, engaging employers in the curriculum and also includes with developing employers knowledge of the university.

What to do when the students are in education

Undergraduate engineering students should be well packed with the updated technology, it is not the matter of being well known about the subject matter and also they should be smart enough with the following internal and external development.

- a. Get Actively involved in school life
- b. The best thing you can do at school to make yourself attractive to employers is to enjoy your time. Employers will look at your academics and also students with proactive and get involved in sport, volunteering etc.,
- c. **Develop personal skills:** Students should be well developed in skills like communication, organizational and other similar skills.

- d. **Find out about the careers:** Choosing a career involves with the finding out the possible for you to do, and one should know about his career and the skills and the abilities
- e. **Research careers:** This is known to be very valuable for the students where they can use various web sites and media helps them gain more employable
- f. **Updated CV:** Always the added value in the resume is to have new things like certifications and achievements.

SWOT ANALYSIS

SWOT analysis is very much useful for identifying the areas for development and one can analyze their strengths and weaknesses as well as the opportunities and threats that they face. SWOT helps to focus on the strengths, and minimize the weaknesses and take the greatest possible advantage of opportunities available to the students.

The following information will deploy how students can use this analysis in a better manner in identifying their strength, weakness, opportunities and threats.

SWOT ANALYSIS

Strengths I communicate well within in a team. I am completely committed to my studies.	Weaknesses Presenting makes me feel and very nervous. I focus too much on the detail and sometimes this effects how I manage my time.
Opportunities Doing a presentation as part of an assignment. This will help to start to build students confidence public speaking. Apply for a part time job. This will help develop my customer service skills	Threats Stronger candidates applying for the job



The outcome that students want from the SWOT analysis

Strengths What strength students should consider making stronger to further enhance the ability to pursue the goals	Weaknesses What weaknesses students need to improve on, or manage, so that they don't impede the goal setting
Opportunities Students should identify what opportunities are best for them to pursue, and also what internal strengths they can use to enhance their pursuit of these opportunities	Threats The threats that students need to eliminate or minimize Internal strengths that the students can use to overcome these threats.

SWOT analysis helps the students to evaluate themselves about the skills which they required for the position, and simultaneously they have to think whether they have these skills or not, and the way to develop the skills that are required by the corporate, and what they have to do in the future to develop the skills, it is important to absorb, if the students chooses that this is their career then they can start to research how they can be involved themselves.

Statement of the problem

The problem identified is analysis of employability skills of undergraduate engineering students in view of employers' perspectives.

Need of the study

Employability skills are very significant for the students' employability. The development of employability skills was seen as a continuous in learning and it's highly important in getting job. Employability analysis is essential and it is required for the upcoming graduates.

OBJECTIVES

The following are the objectives

- To identify the employability skills required for the undergraduate engineering students
- To know about the employability gap.
- To identify the factors considered when recruiting graduates by the employers.
- To find out the level to which graduates are equipped with employability skills.

REVIEW OF RELATED LITERATURE

- Definitions of employability skills range from a vague notion of having something to do with preparing for a first job, through to very precise lists of specific skills, and on to employability being seen as a learning process. The range of different definitions and the

contexts in which they are used ultimately lead to confusion.

- precision consultancy has studied about the Graduate Employability skills which is prepared for the Business, Industry and Higher education collaboration council August 2011, This project was initiated by the Business, Industry and Higher Education Collaboration Council (BIHECC) to review: a) How universities currently develop and integrate employability skills into their programs of study b) How universities teach employability skills c) How universities currently assess students' employability skills d) How graduate employability skills might be assessed and reported upon. The project, undertaken between March and June 2007, has consulted a range of stakeholders including representatives of universities, business and industry to review current activities and to identify best practice for integrating, developing, assessing and reporting on employability skills nationally and internationally. Consultations with these stakeholders have focused on graduates from degree programs across all disciplines of undergraduate higher education.
- Ruth Bridgstock (31 March, 2009) has analyzed about the graduate attributes we've overlooked: enhancing graduate employability through career management skills. He describes about about the t recent shifts in education and labor market policy have resulted in universities being placed under increasing pressure to produce employable graduates. And also he has contributed about the context of rapidly changing information and knowledge - intensive economy, employability involves for more than possession of the generic skills listed by graduate employers as attractive. Rather, for optimal economic and social outcomes, graduates must be able to proactively navigate the world of work and self-manage the career building process.
- Mantz Yorke and peter studied and published in Taylor and Francis Volume 12, Issue 2, 2007, 5th June 2008, Evidence informed pedagogy and the enhancement of student's employability. He contributed about the practice should be based on



evidence. This article takes an area of contemporary political interest, enhancing student employability and illustrates the point with two examples of the use of survey methods for pedagogical purposes.

- e) Simon Cassidy (2006) Vol. 48 Issue; 7, PP.508-517, has studied about “Developing employability skills: peer assessment in higher education”, he has focused mainly on the assessment of students attitudes towards both being assessed by and assessing other

students work. Data were gathered from a sample of undergraduate students. The result was suggested that, whilst students would accept peer assessment as an element of their course, it's should be adopted as regular practice on undergraduate programmes to equip students with a complete range of employment.

DATA ANALYSIS

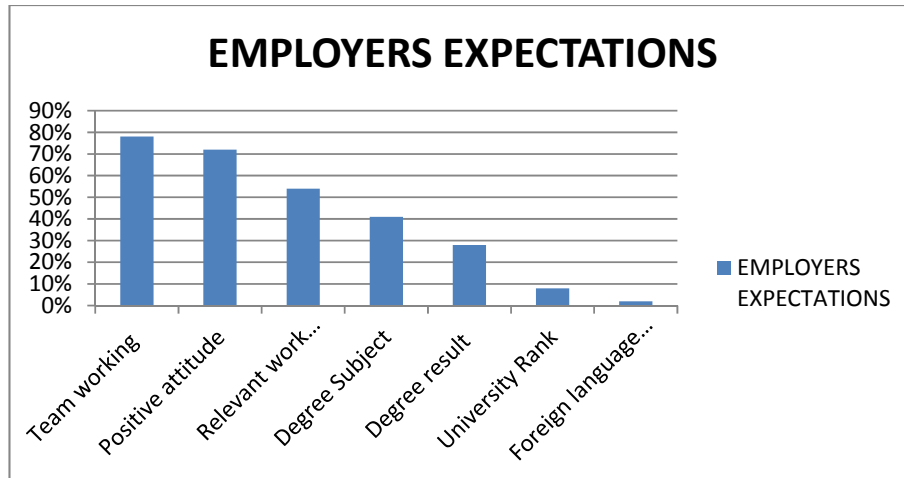


Figure-1. Important factors considered when recruiting graduates which is expected from employers.

The above figure shows about the factors considered when recruiting graduates which is expected from employers, it is found the majority of 78% of the employers expects employability skills from the engineering students in terms of team working, problem

solving, 72% of the value for positive attitude, 54% of weightage is for relevant work experience and industrial placement, only about 41% is for degree subject and the remaining 8% is for university.

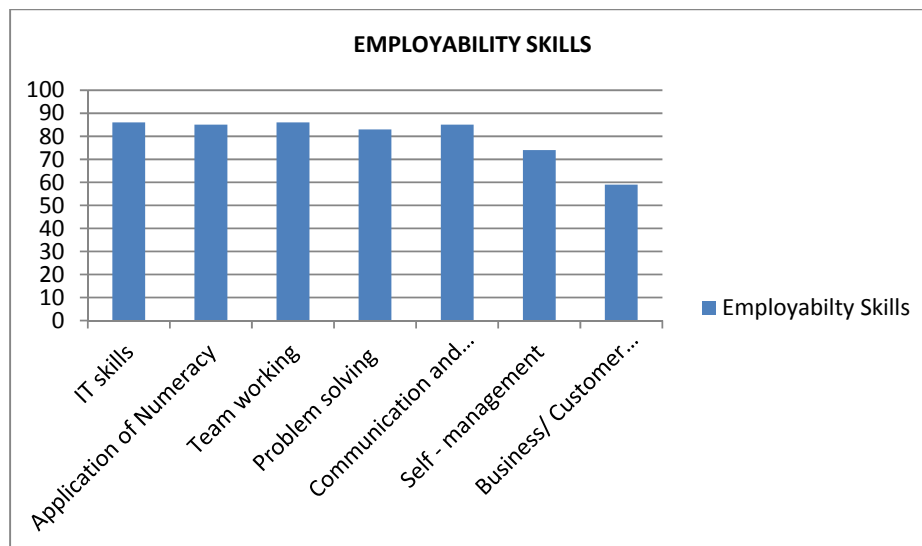


Figure-2. Level to which graduates are equipped with employability skills.



The above Figure shows about the level to which the graduates are equipped with employability skills. It is identified that majority of 86% of the students says IT skills are very important for employability, 85% of the

respondents responses for application of numeracy, 83% for problem solving, 74% of the students prefer they are well equipped with self management and 59% expresses about business talents.

Table-1. ANOVA. The following table shows about the association between the variables.

Source of variance	Sum of squares	Degree of freedom	Mean	F - Value
Between variables	5,450.4	6	908.3	F = 1.20
Within variables	21,892	29	754.8	

The Table value F (6, 29) at 5% level of significance is 2.43. The calculated value F is smaller than table value. The null hypothesis is accepted. We therefore conclude that the all the variables are associated with each other.

[4] Jane Andrews and Helen Higson. 2008. Graduate employability, soft skills versus, hard skills business knowledge: A European study. 33(4).

CONCLUSION

The great challenges is to make employable all the graduate students in the academic, in this perspectives the curriculum mapping is a foundation stone for employability skills which needs to be supported by quality delivery and assessment strategies to ensure that students should develop as per the employer expectations and the skills to meet the competition. Developing employability skills is a continuum; students learn them through their academic work, community, social connections and life experiences. Developing student's employability skills require teaching staff with suitable skills resources and awareness of current industry practice. Students employability skills will also be strengthened where students have asses to relevant work experience through quality work integrated learning programmes and cooperative learning programs. Every student has to apply SWOT analysis for understanding their level which helps to identify their gap and fulfill with the necessary inputs.

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