



# “A STUDY ON COMPARING THE SKILLS OF EMPLOYABILITY AMONG POSTGRADUATE STUDENTS OF KUVEMPU UNIVERSITY OF DIFFERENT LEVELS OF SOCIO-ECONOMIC STATUS”

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**Abstract :** Higher education provides the freedom to live life comfortably and on one's own terms. Nurturing and utilising human resources should be the top concern of any country that envisions its all-around development. The employability skills of students have been a matter of concern for all higher education institutions. Employability skills are a group of essential abilities that involve the development of a knowledge base, expertise level, and mindset and are increasingly necessary for success in the modern workplace. The thrust on making students employable is absolutely necessary for most institutions. India has a highly diverse demographic background in terms of socioeconomic, educational, and cultural status. The majority of postgraduate students are from various socio-economic backgrounds and locations. The socio-economic status of the family plays an important role in the development of the students. This research paper tries to find out the presence of a relationship between different levels, socio-economic status, and employability skills among postgraduate students of Kuvempu University.

**Keywords:** Employability Skill, Socio-Economic Status, Higher Education, Postgraduates.

## **Introduction:**

The Indian higher education system is one of the largest in the world. In terms of the 35.7 million students currently enrolled in universities and colleges. According to the National Employability Enhancement Mission (NEEM), the government has set a target to increase the gross enrolment ratio (GER) in higher education to 30% by the end of the year 2020. But the recent All India Survey on Higher Education (AISHE Report)

Estimated Gross Enrolment Ratio (GER) in Higher Education in India is 27%, which is calculated for the 18-23 year age group. The enrolment in higher education stands at 3.85 crores in 2019–20, as compared to 3.74 crores in 2018–19, registering a growth of 11.36 lakhs (3.04%). In 2014–15, total enrolment was 3.42 crores (GER) of students belonging to the eligible age group. The enrolment in higher education in 2019–20 is 27.1%, compared to 26.3% in 2018–19 and 24.3% in 2014–2015. The increasing enrolment in higher education means that a greater number of students are graduating from higher education institutions in India, which in turn implies that an increasing number of graduates are entering the workforce.

However, since most students pursue programs, it is not easy for them to enter the job market. But there is an urgent need to modernise it, and there are clearly still many concerns and challenges. For example, according to the estimates of the Association Chambers of Commerce and Industry of India (NASSCHOM), 75 percent are not easily employable, and of 2.3 million graduates, 90 percent are considered unemployable. In a country like India, it is also important to ensure equitable distribution and access to skill-development opportunities. Today, educational institutions put a lot of effort into inculcating the skills that are required by employers. Special training is provided to students while they are in school in order to map out the employability skills of graduates. Hence, students want to extract skills for employability and put them at the top of the agenda for inclusion in the curriculum. They are willing to work and improve their lives through their own efforts, but they need a little help by being given some skills with which they can shape their own destiny. But there are barriers when students have acquired some skills and knowledge, such as gender, locality, and socio-economic status.

### ***Need and Importance of the Study:***

Employable graduates can not only find rewarding employment but also maintain it over a lifetime. To remain employable, they will need both the knowledge and skills for their current job and the skills to develop, learn, and adapt to a constantly changing environment. One of the tasks of higher education departments is to help them do this. Therefore, today's challenging education and economic situations mean that it is no longer sufficient for a new graduate to know an academic subject; increasingly, students must gain those skills that will enhance their prospects of employment. Socio-economic status often reveals inequities in access to resources as well as issues related to privilege, power, and control.

Hence, socio-economic factors influence the acquisition of employability skills. Socio-economic factors shown to have an impact both on the unemployed and the employed. According to the Ministry of Education, Government of India, education plays a significant and remedial role in balancing the socio-economic fabric of the country. Since the citizens of India are its most valuable resource, our billion-strong nation needs nurture and care in the form of basic education to achieve a better quality of life. This warrants the all-round development of our citizens, which can be achieved by building strong foundations and encouraging higher education to pay more attention to employability. Since it has been proven now that these employability skills promote performance in the workplace and have become one of the most important parameters for securing a job, Therefore, the purpose of this research paper is to evaluate the connection between higher education and employability skills among different levels of socio-economic status postgraduate students of Kuvempu University by analysing the results of our survey.

**Socio-Economic Status :** Social factors considered for the study were: age, sex, specialty, marital status, number of children, graduate, type of housing, work activity, social organization to which the participant belongs, activities in their free time; economic factors such as: work status, average monthly economic income, service time, main material of housing, ownership of housing, basic services; and, cultural factors: language skills, TV preferences, media information, parents' degree of education, place of birth, place of residence, social networks.(Pedro Jesus)

**Definition of Employability:** “A set of achievements, understandings and personal attributes that make individuals more likely to gain employment and to be successful in their chosen occupations”. (Knight and Yorke). Employability is the ability of the graduate to get a satisfying job (Harvey,2001)

**Methodology:** Descriptive survey research design was used for this study because it was found to be most appropriate to collect information directly Postgraduate students regarding analysis of employability skill among Postgraduate students.

**Sampling:** In the present study stratified random sample technique was used by the researcher. A Purposive samples were drawn from the following domains forming the samples for this study. The population of this study includes 130 (IV<sup>th</sup> Semester) Postgraduate students from 14 departments in the Arts, Science, and Commerce disciplines of Kuvempu University.

**Tools used for the study:** The investigator was used the following tools for the collection of relevant data.

- 1) Analysis of Employability Skills among Post Graduate Students- developed by the Researcher.
- 2) Socio-Economic Status Scale – developed by Dr Meenakshi Patiala.

**Statistical Techniques:** The researcher used IBM SPSS-21 Statistical packages for Descriptive, Inferential Analysis and interpretation. The Statistical Techniques like Means, Standard Deviation, ANOVA, and Percentage analysis.

**Objective:** To Compare the Skills of Employability present among the Postgraduate Students of different disciplines namely, Arts, science, and Commerce with reference to Socio-Economic Status.

## *Descriptive, Inferential Analysis and Interpretation of Testing of Hypothesis.*

**Hypothesis-1.1:** There is no significant difference in the Skills of Employability between Extremely High Social Economic Status Postgraduate students of Arts, Science, and Commerce discipline.

**Table-1.1:** Table showing the F value of the Skills of Employability with regard to Extremely High Social Economic Status Postgraduate students of Arts, Science, and Commerce discipline.

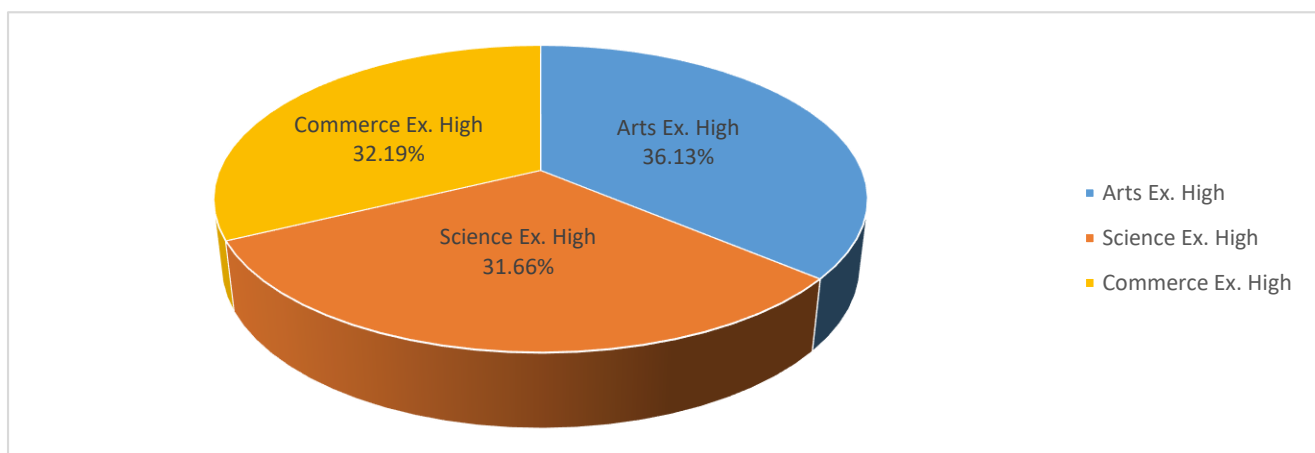
Group Statistics	Disciplines	N	Mean	SD	ANOVA	
					F	significant level
Skills of Employability	Arts	5	446.40	29.58	4.884	S= Significant.
	Science	7	391.14	19.92		
	Commerce	3	397.66	54.12		

The F value for finding and the significant difference in the Employability Skills among the Extremely high Socio Economic Status PG Students of Arts, Science and Commerce were calculated the obtained F value of 4.884 was higher than the table value at 0.05 level of significance. Hence the values is significant. Thus the null hypothesis that there is no significant difference in the skills of Employability between Extremely high Socio Economic Status PG Students of Arts, Science and Commerce is rejected and the alternative hypothesis is that there is significant difference in the skills of Employability between Extremely high Socio Economic Status PG Students of Arts, Science and Commerce is accepted.

It can interpreted that the Extremely High Socio Economic Status PG Students of Arts, possess higher employability skills compare to Science and Commerce students.

**Table-1.1.1:** Table showing the descriptive analysis of percentage scores of the Skills of Employability with regard to Arts, Science and Commerce Extremely High Social Status level of PG students.

Group Statistics	Discipline	SES Level	N	Mean	Percentage %
Skills of Employability	Arts	Ex. High	5	446.40	36.13
	Science	Ex. High	7	391.14	31.66
	Commerce	Ex. High	3	397.66	32.19
		Total	15	1235.2	100



The graph-1 showing the percentage scores of the Skills of Employability with regard to Extremely Social Economic Status Postgraduate students of Arts, Science, and Commerce discipline.

The percentage scores of Employability skills among Arts, Science and Commerce of all Social Economic status students were calculated. The table (1.1.1) revealed that of among the overall Arts discipline Extremely High level Social Economic status postgraduate students have 36.13% employability skills, followed by Commerce Extremely High level SES Postgraduate students 32.19% and Science Extremely High level SES postgraduate students 31.66% employability skills. The investigator observed that there is more or less equal amount of employability skills among the Extremely High SES level students of all the above disciplines. However Extremely High Social Economic status level Arts students possessed comparatively higher that is 36.13% employability skills than the Extremely High level SES students of other disciplines.

**Hypothesis-1.2:** There is no significant difference in the Skills of Employability between Average Social Economic Status Postgraduate students of Arts, Science, and Commerce discipline.

**Table-1.2:** Table showing the F value of the Skills of Employability with regard to Average Social Economic Status Postgraduate students of Arts, Science, and Commerce discipline.

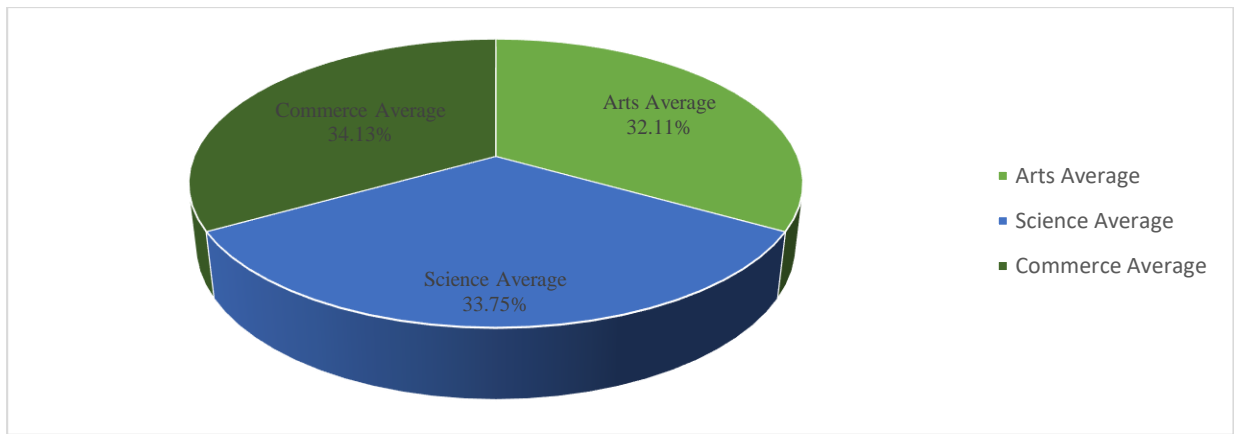
Group Statistics	Disciplines	N	Mean	SD	ANOVA	
					F	significant level
Skills of Employability	Arts	25	418.36	43.47	<b>.098</b>	NS=Not Significant.
	Science	28	423.60	53.62		
	Commerce	9	418.22	28.99		

The F value for finding and the significant difference in the Employability Skills among the Average Social Economic Status PG Students of Arts, Science and Commerce were calculated the obtained F value of .098 was less than the table value at 0.05 level of significance. Hence the values is not significant. Thus the null hypothesis that there is no significant difference in the skills of Employability between Average Social Economic Status postgraduate students of Arts, Science, and Commerce discipline was accepted.

**Table-1.2.1:** Table showing the descriptive analysis of percentage scores of the Skills of Employability with regard to Average Social Economic Status Postgraduate students of Arts, Science, and Commerce discipline.

Group Statistics	Discipline	SES Level	N	Mean	Percentage %
Skills of Employability	Arts	Average	25	418.36	32.11
	Science	Average	28	423.60	33.75
	Commerce	Average	9	418.22	34.13
		Total	62	1260.18	100

The graph-2 showing the percentage scores of the Skills of Employability with regard to Average Social Economic Status Postgraduate students of Arts, Science, and Commerce discipline.



The percentage scores of Employability skills among Arts, Science and Commerce Average level of Social Economic status students were calculated. The table (1.3.1) revealed that of among the overall Commerce discipline Average level of Social Economic status postgraduate students have 34.13% employability skills, followed by Science Average level of SES Postgraduate students 33.75% and Arts Average level of SES postgraduate students 32.11% employability skills. The investigator observed that there is more or less equal amount of employability skills among the Average level of SES students of all the above disciplines. However Average level of Social Economic status Commerce students possessed comparatively higher that is 34.13% employability skills than the Average level of SES students of other disciplines.

**Hypothesis-1.3:** There is no significant difference in the Skills of Employability between Extremely Low Social Economic Status Postgraduate students of Arts, Science, and Commerce disciplines.

**Table-1.3.1:** Table showing the F value of the Skills of Employability with regard to Extremely Low Social Economic Status Postgraduate students of Arts, Science, and Commerce discipline.

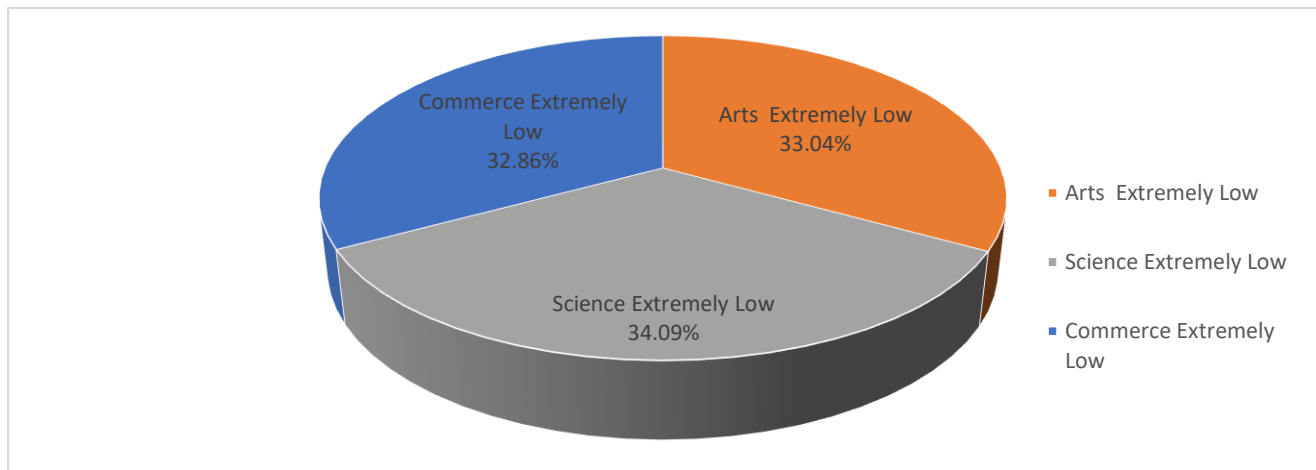
Group Statistics	Disciplines	N	Mean	D	ANOVA	
					F	significant level
Skills of Employability	Arts	31	399.16	37.67	.716	NS=Not Significant.
	Science	14	411.92	29.25		
	Commerce	5	397.00	20.44		

The F value for finding and the significant difference in the Employability Skills among the Extremely Low Social Economic Status PG Students of Arts, Science and Commerce were calculated the obtained F value of .716 was less than the table value at 0.05 level of significance. Hence the values is not significant. Thus the null hypothesis that there is no significant difference in the skills of Employability between Extremely Low Social Economic Status postgraduate students of Arts, Science, and Commerce discipline was accepted.

**Table-1.3.1: Table showing the descriptive analysis of percentage scores of the Skills of Employability with regard to Extremely Low Social Economic Status Postgraduate students of Arts, Science, and Commerce discipline**

Group Statistics	Disciplines	SES Level	N	Mean	Percentage %
Skills of Employability	Arts	Extremely Low	31	399.16	33.04
	Science	Extremely Low	14	411.92	34.09
	Commerce	Extremely Low	5	397.00	32.86
		Total	50	1208.08	100

**The graph-3 showing the percentage scores of the Skills of Employability with regard to Extremely Low Social Economic Status Postgraduate students of Arts, Science, and Commerce discipline.**



The percentage scores of Employability skills among Arts, Science and Commerce Extremely Low level of Social Economic status students were calculated. The table (1.3.1) revealed that of among the overall Science discipline Extremely Low level of Social Economic status postgraduate students have 34.09% employability skills, followed by Arts Extremely Low level of SES Postgraduate students 33.04% and Commerce Extremely Low level of SES postgraduate students 32.86% employability skills. The investigator observed that there is more or less equal amount of employability skills among the Extremely Low level of SES students of all the above disciplines. However Extremely Low level of Social Economic status Science students possessed comparatively higher that is 34.09% employability skills than the Extremely Low level of SES students of other disciplines.

### ***Findings of the Study:***

1. There is significant difference in the Skills of Employability between Extremely High Social Economic Status

Postgraduate students of Arts, Science, and Commerce discipline.

The Extremely High Socio-Economic Status PG Students of Arts, possess higher employability skills compare to Science and Commerce students. Arts Extremely High Social Economic status level students possessed comparatively higher that is 36.13% employability skills than the Extremely High level SES students of other disciplines.

2. There is no significant difference in the Skills of Employability between Average Social Economic Status Postgraduate students of Arts, Science, and Commerce discipline. Commerce Average level of Social Economic status students possessed comparatively higher that is 34.13% employability skills than the Average level of SES students of other disciplines.
  3. There is no significant difference in the Skills of Employability between Extremely Low Social Economic Status Postgraduate students of Arts, Science, and Commerce discipline. Science Extremely Low level of Social Economic status students possessed comparatively higher that is 34.09% employability skills than the  
Extremely Low level of SES students of other disciplines.

### ***Conclusions:***

These findings compare employability skills between 'high, average, and low socioeconomic status students of arts, science, and commerce disciplines. The difference between them is determined by the parent's socioeconomic status. Students' socioeconomic status is determined by their parents' education, financial standards, property, relationships with social organizations, and so on. Students with higher socio-economic backgrounds are enjoying several benefits, and students from lower socio-economic groups cannot access these benefits. Parents play a significant role in influencing their children's careers, aspirations, planning, advice, support, and understanding of their interests and ambitions. In the current situation, the policies and development authorities of the government of India as well as the government of Karnataka ensure that all low-socioeconomic-status students have equal opportunities to develop employability skills for the workplace. The government needs to extend its expenditures and facilities for supporting students from the average and lower socio-economic groups.

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