



THE LEVEL OF EMPLOYABILITY SKILL AWARENESS AMONG UNDERGRADUATE STUDENTS

P.JAGATHEESH* and Dr. P. PONRAJ**

*Research Scholar, Department of Education, Annamalai University,

**Associate Professor, Department of Education, Annamalai University,

Abstract

In present scenario proprietors requirement highly skilled graduates with a variability of capability and qualities as defined by the subject and graduate degree class. The major contests for graduates to join the field of employment are the discrepancy in training for graduates and proficiency available at work. The organizations have a concern with their graduates' placements. Unwarranted availability, shortage of basic education, a weak job antiquity, inept teaching facilities and, most remarkably, lack of realistic and problemsolving potential is the key factors for drying up placement opportunities. "Employability" should not only speak to work development. Employability skills awareness may also be described as 'skills' needed not only to obtain work, but also to advance within an organization in order to reach its capacity and effectively contributes to strategic goals of the business. This paper divergences the grade of occupational and students with a selection of skills awareness for start-up employment. The main aim of paper is to analyze level of employability skills awareness among undergraduates.

Key Word: Skill Employability Skill Awareness, Undergraduate, Analysis, Proficiency.

I.Introduction

Employability can be termed as "value development, remuneration for it and learning concurrently, improving the ability to get a job in the future. Employability skills are looked-for acquiring, retaining, and being successful in one's livelihood. Educational qualification and experience may provide suitability for the purpose of applying for a job but accomplishment in one's profession is made possible only by revealing a set of skills called as "employability skills". This states the circumstance that role specific skills or 'technical skills' are given less importance compared to the "soft skills" which are manageable between various jobs and also between different sectors of employment. The environment is evolving so rapidly that everybody has to be educated. It does not seem odd as the bulk of writers use various terms to describe the planet, even the world of issues. This study sightsees the employability skills awareness established by colleges in order to discourse "the necessities and demands of business students on the job market. Employability is a definition that is challenging to assess in depth and generally. According to Hillage and Pollard (1998), the word is used in a number of ways and may involve clarity and accuracy as a formfitting definition. This paper attempts to explain the level of employability skill awareness among undergraduate students. Employability abilities are skills linked to a range of workplaces and contexts. They are also denoted to as main skills, core skills, life skills, key skills, key skills, skills available and skills transferable.

Employability abilities are diligence's preferred phrase. Education is also the process crossways organized and informal training courses, where human capital is created. There are some of the essential Employability skills that are needed in Undergraduates. Some of them are listed below:

- ❖ Teamwork
- ❖ Communication
- ❖ Issues-solving
- ❖ Reliability
- ❖ Originator
- ❖ Planning and Organization
- ❖ Leadership
- ❖ Self-Managing Learner
- ❖ Critical thinking
- ❖ Collaboration
- ❖ Good Communicating and writing skills
- ❖ Professionalism
- ❖ Strong wok ethics
- ❖ Deliberate Thinking
- ❖ Emotional Intelligence
- ❖ Encouragement
- ❖ Cooperation and
- ❖ Motivation and perseverance

II. Review of Literature

Chithra. R (2013) examines employability competences in global tech firms for technical graduates at entry level. It is an analysis in discovery. To test the understanding of the skills needed by employers and undergraduates, two sets of questionnaires were created. The research found that the understanding of students and their employers differed greatly. That is how the students are made unemployed. Literature and inquiry into Indian engineering employability capabilities are unusual in nature. In comparison, the current literature tells the tale from the viewpoint of the boss. However, this paper involves the understanding of both students and workers.

G. Gowsalya and M. Ashok Kumar (2017) were study arts and scientific students at the University of Periyar, Tamil Nadu Region, in Namakkal district. This paper reflects on the question of the skills of employability required by the students of arts and science of business understanding from a survey of 500 students. The analysis is evaluated using ANOVA and association measures. Fourteen key fields of employability were established in which productive correspondence, listing, learning and recognition of challenges and problem solving, and time management are essential areas for tackling. External literature strongly indicates that because of their lack of ability and tolerance, students cannot help their work. Therefore, they can train to fill the void between university and business after their graduation.

III. Objective of the Study

1. To find out the level of employability skill awareness among undergraduate students.

IV. Hypothesis of the Study

1. The level of employability skill awareness among undergraduate students is low.

V. Methodology

The researcher has used survey method to find out the employability skill awareness level among undergraduate students in Thirupur District. The total sample of 650 undergraduate students were selected from 15 government, aided and private degree colleges positioned in Thirupur District and using simple random sampling technique.

VI. Tools and Data Collection

The draft form of the Employability Skill Awareness scale consisted of 56 statements. It is a five-point scale in which the respondents are asked to give their response for the given items based on their degree of agree or disagree. They were requested to select the appropriate answer for each statement from the given five choices and scores; Strongly Agree -5, Agree -4, Undecided -3, Disagree -2, and Strongly Disagree -1. This initial draft was then shown to experts in the field and based on the opinion and modifications suggested by the experts, some statements were removed, some were reworded and some others were added. Score of each respondent were calculated by adding the score values of responses given against the statements in the scale. The final draft of employability scale consisted of 42 items. An individual score will be sum of all the items on the scale. From this we can conclude that an individual can score minimum of 42 and maximum of 210. The scale divided into two halves based on the scores of the odd and even numbered items. The odd numbered scores and even numbered scores of each person were found out and tabulated and then the investigator found the correlation between the two sets of scores. Then the reliability coefficient was calculated using by using the Spearman- Brown formula. The found score was 0.750.

Descriptive Analysis of Employability Awareness Skill among Undergraduate Students

The mean and standard deviation for the Employability Skill Awareness among undergraduate students were computed for the entire sample and sub-samples of the present study. The computed values were given in table 4.1 & 4.2

Hypothesis: 1

The level of employability skill awareness among undergraduate students is low.

Table -1

Classification of High, Average and Low employability skill awareness among undergraduate students on the basis of scores

Sl.No.	Method	Mean	S.D	Scores	Level	N/%
1.	Mean +SD	182.87 + 8.33		Above 191	High	100 (15.38)
2.	In-between scores			174 to 190	Average	461 (70.92)
3.	Mean – SD	182.87 – 8.33		Below 100	Low	89 (13.69)

It apparent from the above table 4.1. that employability skill awareness among undergraduate students has been classified into high, average and low. The level of employability skill awareness among undergraduate students is established by using the method $M \pm 1\sigma$. Here M is the mean, σ is the standard deviation. Accordingly the level of employability skill awareness among undergraduate students is established below. In the entire sample 100 (15.38%) are high, 461 (70.92%) are average and 89 (13.69%) low. Hence, the number of 461 undergraduate students in average group, it found that statistically higher than low and high group. It designates that the undergraduate students s have steadiness employability skill awareness is average.

Table - 2

Mean and Standard Deviation Scores of employability skill awareness undergraduate students for the Entire Sample and Sub-Samples

Sl. No.	Variables		N	Mean	SD
	Entire Sample				
			650	182.87	8.33
1.	Gender	Male	230	188.97	5.26
		Female	420	179.53	7.88
2.	Locality	Urban	390	185.05	7.92
		Rural	260	179.60	7.86
3.	Type of College Management	Government	320	179.95	7.85
		Aided	130	181.98	8.42
		Private	200	188.74	5.38
4.	Subjects	Arts	390	179.58	7.81
		Science	260	187.82	6.43
5.	Parental Education	School level	310	179.55	7.86
		College level	240	184.78	2.93
		Vocational level	100	188.62	5.78
6.	Parental annual income	Up to 60,000	410	179.58	7.78
		60,000 & above	240	188.50	5.88
6.	Type of Family	Nuclear family	480	180.77	8.17
		Joint family	170	188.88	5.41

Employability skill awareness among undergraduate students Entire and Sub-Samples

It is apparent from the table 2, the calculated mean score of entire sample is found to be 182.87 and the standard deviation value is 8.33. The level of employability skill awareness is established by using the method $M+1\sigma$. Here M is the mean, σ is the standard deviation. Accordingly the level for entire sample is established below. Therefore, it is concluded that the employability skill awareness of undergraduate students is average.

From the table 2, the calculated mean scores of male and female undergraduate students are found to be 188.97 and 179.53 with the standard deviation scores are found to be 5.26 and 7.88 respectively. So it is concluded that the mean scores indicate that the male undergraduate students have higher than in their employability skill awareness compared to female students.

From the table 2, the calculated mean scores of urban and Rural undergraduate students are found to be 185.05 and 179.60 with the standard deviation scores are found to be 7.92 and 7.86 respectively. So it is concluded that the mean scores indicate that the urban undergraduate students have higher than in their employability skill awareness compared to rural students.

From the table 2 the calculated mean scores of Type of School Management such as government, aided and private undergraduate students are found to be 179.95, 181.98 and 188.74 with the standard deviation scores are found to be 7.85, 8.42 and 5.38 respectively. So it is concluded that the mean scores indicate that the private college students have higher than in their employability skill awareness compared to government and aided college students.

From the table 2, the calculated mean scores of arts and science undergraduate students are found to be 179.58 and 187.82 with the standard deviation scores are found to be 7.81 and 6.43 respectively. So it is concluded that the mean scores indicate that the science undergraduate students have higher than in their employability skill awareness compared to arts students.

From the table 2, the calculated mean scores of parental educational qualification such as school level, college level and vocational level of undergraduate students are found to be 179.55, 184.78 and 188.62 with the standard deviation scores are found to be 7.86, 2.93 and 5.78 respectively. So it is concluded that the mean scores indicate that the parental vocational qualification of undergraduate students

have higher than in their employability skill awareness compared to parental qualification of school and college level.

From the table 2 the calculated mean scores of parental annual income (Up to 60,000 and 60,000 & above) among undergraduate students are found to be 179.58 and 188.50 with the standard deviation scores are found to be 7.78 and 5.88 respectively. So it is concluded that the mean scores indicate that parental annual income Up to 60,000 among undergraduate students have slightly higher than and 60,000 & above parental annual income of undergraduate students in their employability skill awareness.

From the table 2, the calculated mean scores of nuclear family and joint family undergraduate students are found to be 180.77 and 188.88 with the standard deviation scores are found to be 8.17 and 5.41 respectively. So it is concluded that the mean scores indicate that the joint family undergraduate students have higher than in their employability skill awareness to nuclear family students.

VII. Major finding

The level of employability skill awareness among undergraduate students is established below. In the entire sample 100 (15.38%) are high, 461 (70.92%) are average and 89 (13.69%) low. Hence, the number of 461 undergraduate students in average group, it found that statistically higher than low and high group. It designates that the undergraduate students s have steadiness employability skill awareness is average.

VIII. Suggestions and educational implications

1. The employability skill awareness level of the undergraduates entails to be increased through a revised curriculum or adding a paper on employability skills as one of the electives.
2. Employability skills training program must be implemented combination with academic and degree of the undergraduates.
3. Organizing and arranging seminars, conferences, workshops related to employability skills may help the undergraduate students to update their awareness level on employability skills which would cover a horizontal way for their employability

X. Conclusion

In the present situation, the Higher Education Institutions are recommended to include and interact with employers in the preparation and implementation of employability skills development training to make it more effective and productive. Moreover, higher education institutions as effective agents of national development are expected to enhance the undergraduate students' employability skills so as to make them sponsors to Indian economy. The impact of employability skills is enormous and further research in this regard will make the employability skills training even more vast and hands-on.

References

1. Abas, M. C., & Imam, O. A. (2016). Graduates' competence on employability skills and job performance. *International Journal of Evaluation and Research in Education*, 5(2), 119–125.
2. Baharun, R., Suleiman, E. S., & Awang, Z. (2012). Changing skills required by industries: Perceptions of what makes business graduates employable. *African Journal of Business Management*, 6(30), 8789–8796
3. Byrne, C. (2020). What determines perceived graduate employability? Exploring the effects of personal characteristics, academic achievements and graduate skills in a survey experiment. *Studies in Higher Education*.
4. Field, A. (2000). *Discovering Statistics Using SPSS for Windows*. Sage Publications.

- Hodge, K. A., & Lear, J. L. (2011). Employability skills for 21st century workplace: The gap between faculty and student perceptions. *Journal of Career and Technical Education*, 26(2), 28–41.

