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## **A Study Employability Skill amongst Commerce Student**

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### **Abstract :**

Employability skills are considered very important in assisting graduates to get proper employment. Most of the times employers complain about a lack of soft skills among graduates from tertiary institutions. This paper focuses on the importance of employability skills amongst commerce students.

Keywords : employability skills, industry, commerce graduates

### **Introduction :**

In India we have a large number of commerce colleges of different categories. Irrespective of their category, they have one common objective i.e. to train their students and make them ready for the corporate world. They try with the best of their capabilities and infrastructure to nurture the required skills of their students. While corporate hire fresh management graduates they know that they need to train and mould them as per their specific requirements; however they anticipate that these graduates are professionally trained and possess basic fundamental skills which are required in business world. In colleges students were trained in various aspects of subject knowledge along with employability skills required. It is important to understand the expectations and experiences (In reality) of the Corporate India on the employability skills for campus recruitment for commerce colleges It is necessary to analyze the gap in required employability skills and corporate expectations.

### **Employability Skills**

Employability skills are those basic skills necessary for getting, keeping, and doing well on a job. Unlike occupational or technical skills, employability skills are generic in nature rather than job



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specific and cut across all industry types, business sizes, and job levels from the entry-level worker to the senior-most position.

Employability Skills can be defined as the transferable skills needed by an individual to make them 'employable'. Along with good technical understanding and subject knowledge, employers often outline a set of skills that they want from an employee. These skills are what they believe will equip the employee to carry out their role to the best of their ability. Employability depends on your knowledge, skills and attitudes, how you use those assets, and how you present them to employers.

Employability has emerged as a major element in Indian labor market and has now become the most common topic of discussion. One of the main impediments in economic growth of India is the insufficient supply of quality skills. According to World Bank, 2018, one of the major constraints most industries in India face is the skills shortage. Each year over 3 million graduates and post-graduates are added to the Indian workforce. Of these, only 25 percent of technical graduates and 10-15 percent of regular graduates are considered employable by the industry (NASSCOM Report). In the current business environment, there is a need of education for employability. Many public and private training institutions focus on the development of key skills and work experience among most of the proficient and non-proficient workforces which enhance their employability. The industrial by the trainees is the matter which concern employers the most, as stated by Nation's Higher Educational Research Institution. Level of productivity can be increased by providing industrial training to employers.

Commerce students of Nagpur University are lacking in getting proper job due to the lack of employability and academic skills.

### **Factor Influencing Employability**

In current corporate sector, officers and employers are trying to enhance the ability of the employee in different ways; many training programs are scheduled in order to upgrade the qualities in an employee, coaching are also opted as an option, Mentoring also is practiced in offices as well. In mentoring process employee is provided with an employer who guides and



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trains employee in a regular practice so that the employee gets the right way of doing of doing work..

Employees with working experience are appreciate and welcomed with higher interest because of the fact that the employer expects employee to have better abilities and flexibilities as they have already experienced the corporate world and so he/she as experienced the situations and conditions in advance. These programs allow employees to be exposed to new experience but all these require a willingness to learn new things and functions.

Training is one of the major activities which increase the employability for the candidates. Training is basically done for the management employee/candidates because dealing with different personalities is not an easy deal to accomplish. It needs a large training ad development schedules. “Bassanini” also proved that training programs have helped to raise the overall employability of workers, extensively improving their chances of gaining reemployment after having been laid off. Investment for the employee team is an important activity in order to improve market elasticity some activities like training workshops are also considered in order to train the employee to learn from live examples. It said that these courses intensively help employee develop new skills and activities.

It is always seen that the higher education system always gives impressive impression and image to the employer because it has a longer time span for completion. “Mincer” says that employees that have long years of education are able to find suitable jobs easily. On the other hand, “Groot and Maasen van den Brink” says that education has no significant impact in making workers more employable. They also indicated that employees with longer years of tenure in the organizations tend to be less employable within the firm. This is due to accumulation of talent that makes the employees less capable of committing new tasks which require new skills and knowledge..

In current government sector’s employability, preference is given according to the educational degrees possessed by the candidate and if a person is graduate, he is preferably opted by the government department according to the vacancies, even though the vacancies in such department are rare. And due to this preferential choices if vacancies arise, proper placement is



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organised of the graduates over the non-graduates. According to the demand requirement which was considered by a newspaper survey team.

### **Problem of Employability**

Employability is the major crisis faced in current generation. People are unable to find a job which matches their qualification or due to some unavoidable reasons. Some of the reasons are as follows:

1. Lack of attention towards education: this is one of the major issues faced in all over India. Every person is dreaming to earn high but without wondering about what they actually possess in them. Students are more concentrating into their future and not at their present. They want to get a high paying job but they hardly fight for it, in the ways of their dream they ignore their education and are unwilling to study hard for it. Many of the students are completing their UG and PG for a title of being a professional and not to learn from it. This attitude pulling he legs down of the market needs and is deteriorating the worth of education system.
2. Problem of over-expectation: every person has a limit to his/her performance, but contradicting the actuality and expecting more is a critical case. People are unable to find their own capacities and are running in a complete different momentum. Over-expectation in oneself is arising because people are unable to analyze their own strength and weaknesses. This is again leading to the problem of unemployment, since their high expectations are not getting fulfilled with small work without considering their own drawbacks. Hence forth this is causing a major issue of mismanagement in employability.
3. Unawareness of Technological advancement With every passing day it is heading onto a different level high to the top. Now operating in: With the passage of time, technology has done wonders tenet is all possible in our phones itself, communication across national borders is just a matter of seconds, this is where the IT has grown. But every person (specifically in India) does not have the facility to explore such wonders. Due to which they lag behind in the race of corporate world.



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4. Mismatch in demand and supply: there is a myth that market is not having enough vacancies for the professionals, but the scene is completely different in reality. In real, their job description needs the demand of professionals in the market is high and increasing but on the other hand. the supply of efficient professionals is less/low, marketers are unable to find people who actually qualify

5. JOB MISMATCH: This is one of the major concerns seen in current market. The issue says that there is no correlation between the job a person is doing and the qualification one possess. I.e. there is no link between the qualification/courses of the individual to the job the individual is appointed to. Many of the individual are changing their line to other due to some personal reasons which are giving rise to such issues.

### **Expectation of Industries**

An industry always wants to enhance its position in all way possible. And for this it always search for the cream of the milk i.e. out of thousands of candidates only the perfect ones are hired. For companies it's a process of fishing in large ponds are getting only the best ones for the meal. Industry's expectation from present candidate pool is the requirement of one which will be perfect for their work profile.

- Firstly, the company screens the student on the basis of knowledge factor. They expect that the applicant is having complete information about his specialization and what the disciplines are needed. This is the first and foremost factor analyze initially. They want the candidate who has an analytical mind; only an analytical mind can understand the problem, pros and cons of a condition. And finally it triggers on the decision making trait in the candidate quick and correct decision framing is the most demand quality at present, if a person posses the former qualities only then this decision making can be done.
- Next it demands for personal trait in the individual, it want the individual to have the ability to work in group and also as an individual, market require a person who is dedicated, motivated and known to work-out on the commitments made. Having a stable



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I.Q as well as a stable E.Q because in industry every person has different nature and may not be acceptable to all but if a person has an emotional quotient which is stable, then he/she can work accordingly.

- Having a confident attitude is counted one of the key factors required in the present market environment. In market you need to deal with different people, here is the requirement of confident person who can easily communicate and work smart. This is counted as having a personality which posses the quality of confident, communication skill and ability to work smart.
- Having technical skill regarding the subject is must, and industry also expects the same. Rather than having just knowledge, if focuses on having practical knowledge. A person having skills is more in demand because industry works on applied science and not on theoretical science which gives things only in written.
- A person who can have the quality of multitasking is also required in the current running world; Multitask is the quality which means that person is good at multiple things. A company would love to hire a person who is averagely good at multiple things than going for a person who is good at one thing. Since it would cost them less and the output will be more and perfect as per their requirement.
- Present market gives importance to time the most, for them a second is also valuable, and similar expectation is projected for the employees of the organization. Being punctual at work is an attractive quality one has, even at interviews many gives their strength point of being punctual b but one who proves that at work is entertained at the institution.
- Company expects that the employee of his institution ought to be a good learner and a listener too. He/she should be flexible enough to accept the changing nature of the corporate world, rigid perceptions by the individual in the corporate is unacceptable. Since the world in which we are living is dynamic, and changing conditions has to be adopted.
- Inventions are the foundation of Innovation, and Innovation is the sole of current market scenario, henceforth to survive in present business scenario things cannot stay stagnant, it



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need to change periodically. The market demands new things to the world and which has an innovative brain behind, and so it searches for the candidates who possess such qualities within which can be proved beneficiary to the company/organization.

### **Conclusion :**

It is found that there is a gap between what the final year students, postgraduates and academics view as the current skills and the importance of them does exist. Independence, ability/willingness to learn, decision making, problem solving and accomplishment orientation are the current skills they have gained from the studies at the higher education institution. The students should enhance their employability skills by improving communication, business etiquette, domain knowledge expertise, etc.. The commerce students have vast potential in the industries with proper employability skills.

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