



**Employability Problems and their Remedies with Reference to the Students of Commerce
Faculty in Gondia District**

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Abstract :

In a world it is difficult to judge the individuality of the candidate? Many might say that college is different. Though that is true in some sense. The larger point is that the basic education for every one is the same. However, even good colleges can just offer good jobs to their students. Retaining that job defines that student. Thus, this is the unique factor in each candidate. This paper envisages about the role employability in the commerce student in their overall development and getting proper job.

Keywords : employability, education, commerce students

Introduction :

India has reached a stage in its economic and technical development when a major effort must be made to derive the maximum benefit from the assets already created and to ensure that the fruits of change reach all sections. Education is the highway to that goal.

Education leaves a lasting impression on every Human being. Every age bring forth its own value. With the development in technology and corresponding evolution of the objectives of education, the Aims of Education also undergo changes. Education of human child is similar all over the world. System of education Administration is a latest development. Here Systems of education in different countries are examined. The purpose and assimilate good points of education from other countries in order to improve teaching and learning process.

Modern education is based on current trends and market requirements. Every nation of the world is for going ahead to make education an effective tool for social Change and



national development. The fact which has been recognized but not properly stressed that the quality of education investment determines the level of prosperity, welfare and security of the people in the conditions of modern life, the quality are controlled by the extent to which the system of education itself employs the new findings of the technology.

One of the weaknesses of Indian education system is that it does not gives due importance to skill education. As a result there is a mismatch between the skilled manpower required and skilled manpower available. Every year we churn out millions of graduates who do not have the specific skill sets required by the market. If this trend continues it would hurt our economic growth in the long run. To change this situation first we need to change our mindset. In India, people are obsessed with attaining a post graduation degree and generally look down upon vocational education. This has resulted in a situation where on the one hand there are scores of unemployed graduates and on the other hand there is a huge shortage of skilled workers.

The introduction of systematic, well planned and rigorously implemented programmes of commerce education is crucial in the proposed educational reorganization. These elements are meant to develop a healthy attitude amongst students towards work and life, to enhance individual employability, to reduce the mis-match between the demand and supply of skilled manpower, and to provide an alternative for those intending to pursue higher education without particular interest or purpose. Efforts will be made to provide children at the higher secondary level with generic vocational courses which cut across several occupational fields and which are not occupation specific.

Employability

Employability skills are those basic skills necessary for getting, keeping, and doing well on a job. These are the skills, attitudes and actions that enable workers to get along with their fellow workers and supervisors and to make sound, critical decisions. Unlike occupational or technical skills, employability skills are generic in nature rather than job specific and cut across all industry types, business sizes, and job levels from the entry-level worker to the senior-most position.



Employability refers to a person's capability for gaining and maintaining employment. For individuals, employability depends on the knowledge, skills and abilities (KSAs) they possess, the way they present those assets to employers, and the context (e.g. personal circumstances and labour market environment) within which they seek. As such employability is affected by both supply-side and demand-side factors which are often outside of an individual's control.

The Employability

The two greatest concerns of employers today are finding good workers and training them. The difference between the skills needed on the job and those possessed by applicants, sometimes called the skills-gap, is of real concern to human resource managers and business owners looking to hire competent employees. While employers would prefer to hire people who are trained and ready to go to work, they are usually willing to provide the specialized, job-specific training necessary for those lacking such skills.

Most discussions concerning today's workforce eventually turn to employability skills. Finding workers who have employability or job readiness skills that help them fit into and remain in the work environment is a real problem. Employers need reliable, responsible workers who can solve problems and who have the social skills and attitudes to work together with other workers. Creativity, once a trait avoided by employers who used a cookie cutter system, is now prized among employers who are trying to create the empowered, high performance workforce needed for competitiveness in today's marketplace.

Employees with these skills are in demand and are considered valuable human capital assets to companies.

What specifically are those skills, attitudes and actions, i.e., employability skills, necessary for getting, keeping, and doing well on a job? Employability skills, while categorized in many different ways, are generally divided into three skill sets: (a) basic academic skills, (b) higher-order thinking skills and (c) personal qualities. The three skill sets are typically broken down into more detailed skill sets.



Basic Academic Skills	Higher-Order Thinking Skills	Personal Qualities	
<ul style="list-style-type: none"> • Reading • Writing • Science • Math • Oral Communication • Listening 	<ul style="list-style-type: none"> • Learning • Reasoning • Thinking Creatively • Decisions Making • Problem Solving 	<ul style="list-style-type: none"> • Responsible • Self Confidence • Self Control • Social Skills • Honest • Have Integrity • Adaptable and Flexible 	<ul style="list-style-type: none"> • Team Spirit • Punctual and Efficient • Self Directed • Good Work Attitude • Well Groomed • Cooperative • Self Motivated • Self Management

Although the academic skill level required by some entry-level jobs may be low, basic academic skills are still essential for high job performance. Ideally, new hires will have the ability and will want to learn. They also need the ability to listen to and read instructions and then to carry out those instructions.

When asked for information, these individuals should be able to respond appropriately both orally and in writing, including recording and relaying information. Reading ability includes comprehending what has been read and using a variety of written materials, including graphs, charts, tables and displays. Entry level employees also need the ability to complete basic math computations accurately.

Allowing students to graduate with these deficiencies has far reaching implications. There are ways, however, these deficiencies may be corrected. For example,

1. Employability skills are teachable skills and may be taught in both school and employment settings. Goals and objectives for teaching employability skills should be set. Instruction should be designed to ensure those goals and objectives are reached.
2. Parents need to be involved in goal setting and modelling behavior for in-school youth.
3. Teach employability skills using a democratic approach so that students' awareness of values, attitudes, and worker responsibilities is increased.
4. Supervisors, trainers and teachers should set good examples of the desired behavior. Students should have the opportunity to observe the type of work place behavior that is being required of them.
5. When possible, classrooms should replicate the features of real work settings.



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6. Set and communicate high expectations and hold students responsible for their behavior.
 7. Teach, don't tell. Teachers and trainers tend to be most effective when they assume the role of coach or facilitator.

It is often said that it is too late to teach values after a child has reached or completed high school; that their personality is set and nothing can change it. That is not true. It is, fortunately, never too late. Change may be difficult, but it can be done. Teaching of values should begin in the home as a child, be continued through development to adulthood, and reinforced as an adult. If good behavior is reinforced and good role models are presented, people can change for the better. Good habits can be acquired. Employers, schools and parents should remember that you get the behavior you reward and model.

The Employability Skills are essential for students to bridge the gap between the academic lives to the corporate life. They can make themselves employable and empowered themselves in all sense.

Importance of Commerce Education -

India, given its cultural, economic and social diversity has not adequately articulated the relevance of commerce education in these contexts. Commerce education in India is predominately a derivative of western management thought and practice alongwith necessity of the economy. It may be worthwhile to notice that Commerce itself as a discipline merged with the fundamental disciplines of philosophy, psychology, economics, accounting, computer science, mathematics, statistics and industrial engineering.

The core objective of commerce education is to evolve a system which would be useful to enterprises, industry and hence society thereby creating a symbiotic relationship with stakeholders of wealth creation process. This symbiotic relationship between the industry and the education system has lead to a very healthy exchange of knowledge creation and sharing and also a funding support system. Inadvertently, this arrangement has evolved to a situation where the funding agencies (rightly or otherwise) are able to influence the direction, content and scope of commerce education.



In India, commerce education is seen as elitist. Often, young men and women are attracted to management education not because they need some education, exposure and experience to create something wonderful and hence useful to society but are usually motivated by the positive economic consequences.

Commerce education is necessity for the survival and for the progress in all respect. It tells us how to perform business, transaction, etc..



Employability and Commerce Education

Training is the most sustainable source of competitive advantage in any industry. As the war for talent continues, leveraging and optimizing learning for stronger performances is critical. For decades people have been complaining about the right kind of learning programs, learning materials, learning schedules, and the kind of motivation level of employees along with the level of learning transferred at work, and the success or failure of the learning programs. Many attempts and models have been developed to make learning programs more effective. Kirkpatrick Learning and Training Evaluation Model (1959), CIRO Model of Evaluation(1970), Cost-effectiveness Analysis, Jack Phillips Model (1996), Robert Brinkerhoff Model (2006) etc. are some of the few models which have tried to successfully evaluate the learning programs and to make them more powerful. But, the expected results are yet to come! Out of the five M- Manpower, Machine, Money, Method and Minute (for Information Technology industry) accepting, neglecting, training and retaining the manpower is the most vigorous task. It has become one of the largest and the most prominent high growth industries. The expectation from this service industry is increasing, a prodigious pressure is also building up for this industry to be more innovative, productive and quality driven in terms of products and services. The growth and productivity is directly proportional to the sum of ‘Employee’s Skills, their Commitment and Job Enrichment’.

Employability Skills

Employability Skills are the minimum necessary skills for getting, keeping and being successful in a job . These skills are acquired with time. Without a clear explanation of what kinds of skill are required, it is difficult for human resource practitioners to choose the right kind of training program. So, all the time & money exhausted in training are likely to be wasted. The skill framework developed as part of this research thesis contains 8 major skills viz. Communication, Team-work, Work-psychology, Critical-thinking & Problem solving, Initiative, Enterprise & Self-Management, Learning & Adaptability, Planning and Organizing and Technology.

Employability skills are not job specific, but are skills which cut horizontally across all industries and vertically across all jobs from entry level to chief executive officer. “Too many young graduates leave universities without the skills, attitudes, and understanding



that are necessary to successfully enter the world of work. The unemployment rates among graduates are the highest in the country. Often jobs are readily available, but these graduates lack what is needed to get and keep jobs. It seems reasonable to expect schools to teach students what they need to succeed in the world of work". "Employability skills are defined as skills required not only to gain employment, but also to progress within an enterprise so as to achieve one's potential and contribute successfully to enterprise strategic directions."

Conclusion :

In today's competitive job market, it's important to stand out. Employability skills can help you do that. While having a good degree in a relevant subject is certainly important, it's something that many graduates will be able to offer.

Therefore, lots of employers will make final hiring decisions based on what other skills candidates can bring to the job. Being able to demonstrate good employability skills could be what makes a hiring manager choose proper candidate. Students of commerce faculty are lacking behind in the employability skills. The colleges need to employ certain training session to improve employability skills among students of commerce faculty.

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