



A Study of Role of Employability amongst Commerce Students of Nagpur University

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Abstract :This paper deals with the overview of employability. The importance of employability amongst students, the education system, education terminology, and its importance for the commerce education is very important. The paper aims to envisage the role of employability amongst commerce students.

Keywords : employability, commerce students, job opportunity

Introduction

Youth are the most vital and dynamic segment of the population of nation. It is assumed that developing countries with large youth population could enjoy tremendous growth, provided they invest in youth education, health & protect and respect their rights. We can firmly advocate that today's young are tomorrow's innovators, creators, builders and leaders. To achieve those attainments they need the required support in terms of good education, industry exposure, training and opportunities to transform the future.

Today, India emerged as the youngest nations in the world with more than 62% of its population is in the working age group (15–59 years), and more than 54% of its total population is below 25 years of age. The average age of the population in India is approximately 32 years (in the year 2030) as against 40 years in USA, 46 years in Europe and 47 years in Japan. This showcases that the edge of demographic dividend over other nations. Today's youth are becoming restless and struggling to remove the inequalities. Though, more efforts are needed to improve employability, entrepreneurships and employment. The nation comes forward with real spirit to emerged as a great nation.

India attracts the attention of the world for its richness of human resource, which is youthful in



comparison with other countries. This youth potential if directed towards the right path would enable one to attain the goal of developed nation in the near future. Subsequently, monitoring and mounding this human capital would be the source of blessing to the nation, to the organization, to the family and to one's self.

Participation Strategy (2012-2015) envisages that “every young person should have an individualized learning plan that provides a personalized, flexible route map to guide their progression journey from school”. To have the knowledge based economy, the human resource, especially the youth of the nation, have to stand in the fore front in order to fill the gap by presenting themselves as a competent and vibrant force.

The role of the institutions is very important; they have the ability to groom the young minds to uphold the nation in its endeavors to achieve the world's economic power.

Employability :

Employability skills are those basic skills required for getting, keeping, and doing well on a job. These are the skills, actions and attitudes which 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 common 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 & labour market environment) within which they seek. Employability is affected by both supply-side and demand-side factors which are often outside of an person's control.

Origins of Employability

The notion of employability has been in the literature for many years. Current interest has been driven by:



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- the varying nature of public employment policy, with increasing emphasis being given to skills-based solutions to economic competition and work-based solutions to social scarcity.
 - the supposed end of ‘careers’ and period job security, which have, of course, only always applied to a minority of the workforce, the greater uncertainty among employers as to the levels and types of jobs they may have in the near future, and the need to build new relationships with employees.

Employability: towards a definition

There is no specific definition of employability, a review of the literature suggests that employability is the work and the ability to be employed, such as:

- the ability to acquire early employment; hence the interest in safeguarding that ‘key skills’, careers advice and an understanding the sea of work are rooted in the education system.
- the ability to maintain employment and make ‘transitions’ between jobs and roles within the same organization to meet new job requirements, and
- the ability to attain new employment if required, i.e. to be independent in the labour market by being willing and able to accomplish their own employment transitions between and within organisations.

It is also, ideally, about:

- the quality of work or employment. People may be able to get work but it may be below their level of skill, or in low paid, undesirable or unsustainable jobs, and so forth.
- The capacity and competence of gaining and maintaining creative work over the period of one's working life



Duality of Employability

An alternative account of employability takes a more comparative approach. Brown & Hesketh define employability as ‘the relative chances of getting & maintaining different kinds of employment’.

Most people view employability in absolute terms, focussing on the requirement for individuals to obtain credentials, knowledge and social status, the idea of employability can also be seen as subjective and dependent on contextual factors. ‘Employability not only depends on whether one is able to fulfil the requirements of precise jobs, but also on how one stands relative to others within a hierarchy of job seekers’. Taking the supply & demand of labour into account challenges the idea that credentials, knowledge and social status only will guarantee a good position in the labour market.

With the move to a more knowledge based economy, it is extensively thought that there is an increasing demand for high-calibre administrative talent. A focus on obtaining skills in order to gain good employment has led to an over-supply of graduates and a larger number of competitors chasing the same top jobs.

Under these conditions, students will use a number of strategies in the labour market to maintain competitive advantage. Those who will do anything to get a proper job are classed as ‘players’. Players are not afraid to take on a available identity if they feel that is what the employer is looking for. The second type, ‘purists’, is those who believe that job market outcomes should reflect meritocratic achievement. For purists it is important to maintain an authentic sense of self as this will ensure a good fit between individual competences and occupational demands. Purists may be as competitive as Players but feel that candidates are cheating in order to get ahead.

This view of employability incorporates the dual aspects of supply and demand of labour to show that advancing one’s position in the labour market by gaining credentials is partially dependent on structural factors outside the individual’s control. The recent financial



crisis demonstrates that global economic factors can and do have a significant impact on the likelihood of an individual securing a job regardless of their skills, credentials and social status.

The Employability

The two greatest concerns of employers today are discovering good workers and training them. The gap 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 & business owners looking to hire competent employees. While employers may prefer to hire people who are trained and ready to go to work, they are usually willing to provide the specialized, job-specific training essential for those lacking such skills.

Most discussions concerning today's workforce ultimately 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 actual problem. Employers need reliable, responsible workers who can offer solutions to problems and who have the social skills and attitudes to work together with other workers. Creativity, once a attribute 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 valued human capital assets to companies.

What specifically are those skills, attitudes & 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 termed 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 specific 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 mandatory for high job performance. Ideally, new hires will have the ability and will want to learn. They also require 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 suitably both orally and in writing, including recording and relaying information. Reading ability includes comprehending what has been read and using a variation of written materials, including graphs, charts, tables and displays. Entry level employees also need the ability to complete basic math computations precisely.

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

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



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6. Set and communicate high prospects and hold students responsible for their behavior.
 7. Teach, don't tell. Teachers and trainers tend to be utmost 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 accomplished 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 start 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 replicas are presented, people can change for the better. Good conducts can be acquired. Employers, schools and parents should remember that you acquire the behavior you reward and model.

Conclusion :

The Employability Skills are essential for students to bridge the gap between the academic lives to the corporate life. The students can make themselves employable and empowered themselves in all sense to get job. Commerce graduates of Nagpur University is lagging behind the domain knowledge expertise and employability skills. They need to be train such a way that their domain knowledge expertise will improve, their skills sets will improve and they should offer corporate training so that employability skill will enhance and they get proper job.

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