



A STUDY ON IMPROVING STUDENTS' EMPLOYMENT SKILLS TO EMPOWER THEM

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Abstract

Background: With the globalization in the world every industry is demanding more and more from their employees along with their academic qualifications. Numerous personality skill and fundamental attributes in the field of communication and leadership management are required to be possessed by the aspirants looking for a job. This study looks at the need of employment skills to be possessed by the students in order to get job.

Method: The descriptive research design with survey method was use. 100 respondents were contacted from Delhi NCR.

Conclusion: The result of the study indicates that there is impact of employment skills like communication leadership and team management in powering the students. In order to get job the student must learn please skills as employers are looking for an overall groomed individuals. There are numerous factors affecting the learning of these skills including training less opportunities and more focus on academics.

Keywords: Employment Skills, Leadership, Team Management

Introduction

Businesses frequently acknowledge employability skills as the aptitudes most essential to employment success in the 21st-century economy. Some of these skills are computer literacy, critical thinking, adaptability, challenge, written and verbal communication, teamwork, inventiveness, duty, industry, and values. There are other abilities that fall within this category as well (Bridgstock, R, 2009). According to recent study, employers reward new engineers who have a solid grasp of hard skills as well as a few soft, or domain-general, talents (Boden, R and Nedeva, M. 2010). Technical proficiency is only one aspect of what is expected of an employee in a multidisciplinary environment; the position and duties of the engineer will also alter and develop with time. Given the higher standards and demands, students may be informed of the value of domain abilities prior to campus interviews. Students will be able to meet expectations if they acquire a specific set of skills.

Although there are many different employability skills that can be identified, the author thinks that problem-solving, analysis, critical thinking, and teamwork skills are among the fundamental employability skills that are frequently listed as prerequisites for a graduate who is ready for the workforce. Despite the fact that a large range of employability skills can be recognized, this is the case (Carnevale, A. P., and Smith, N. 2013).

Fig 1. Employment Skills



Source: <https://bvrihyderabad.edu.in/employability-skills/>

4.1 Objectives

The objectives are-

- To enquire how employable skills affect students' empowerment
- To find out what influence's students' employability skills.

Hypothesis

H1: Employability skills have a big impact on student empowerment.

H2: A variety of factors have a substantial impact on students' employability skills.



Literature Review

(Khare, 2020) investigated what are the specific talents, knowledge, and behaviors (or employability habits) that will enable you to find, maintain, and flourish in a job. Although there are numerous ways to categorize employability skills, they can be divided into the following three groups: three things: (a) essential academic skills; (b) higher-order cognitive skills; and (c) character traits. Each of the three major areas of knowledge is typically further broken down into its component elements. Even while some entry-level jobs may have only a minimal academic requirement, success on the job still depends on having a strong foundation in the fundamentals.

(Desai and others, 2021) investigated on work, employees must interact with coworkers, managers, and complete both individual and group duties and projects. Filmmakers and other parties with stakes in the company, both inside and outside, must The fundamental competencies that show interpersonal competency in organizational communication—often referred to as "soft skills" or "basic talents"—are not necessary for management nor operational efficiency. Several studies conducted over the past ten years have demonstrated the value of public speaking for both job satisfaction and workplace effectiveness. It is becoming more important for recent graduates entering the workforce for the first time to connect comfortably, correctly explain themselves, and have strong presentation abilities in a group situation.

Recent scholars and practitioners have consistently emphasized the necessity for secondary education to give graduates the skills and talents that would boost their worldwide advantage in the work market, for promotion (Okoro et al., 2017). Knowledge-based resources include all of an employee's (and a graduating student's) intellectual abilities, as well as their potential to grow, change, or learn new information that will also increase their operational effectiveness.

RESEARCH METHODOLOGY

The researcher employed a descriptive research design for the given study to inquire role of skills in employment industry.

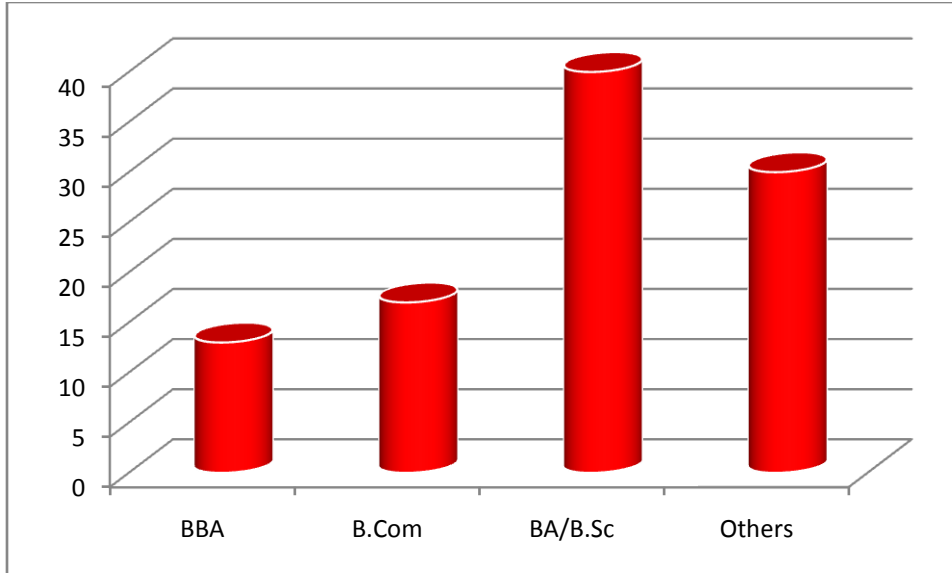
Data collection: The researcher employed the survey approach to gather data and used the online questionnaire. Engineering students were given the questionnaire via a convenient sampling procedure. Delhi-NCR was selected as the study's geographic focus, and a total of 100 respondents were approached. The goals of the study were the theme of a total of 4 questions.

Data analysis: The analysis of the data was done through MS-Excel and correlation method was used to verify the hypothesis.



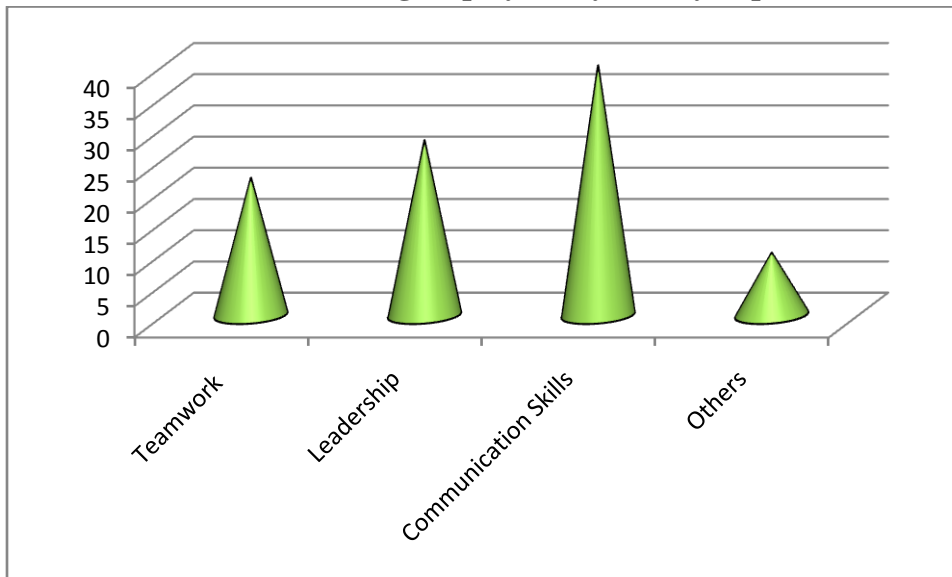
DATA ANALYSIS

1. Which of the following academic skills you possess other than engineering?



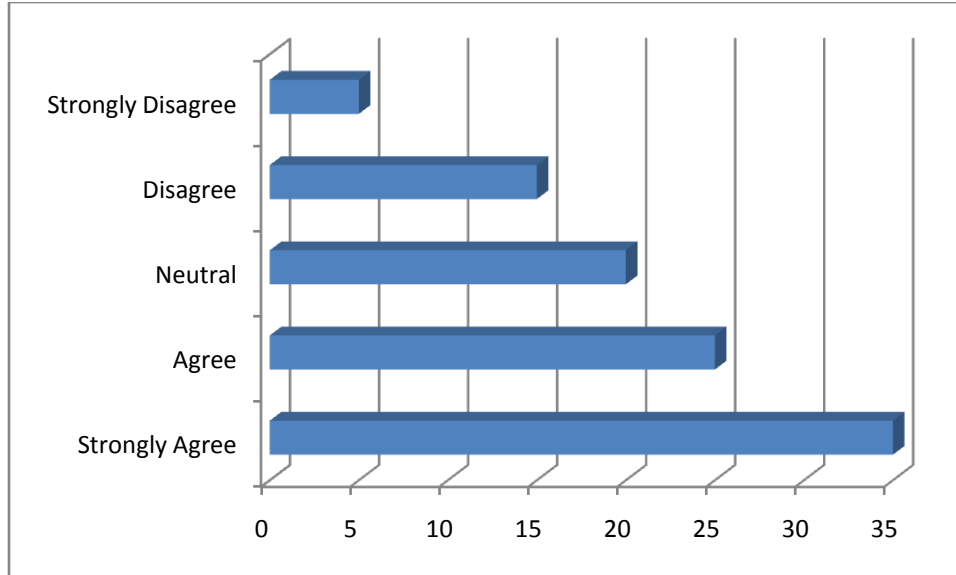
As per the chart given above most of the student have a common BA, BSc. degree along with B.com and BBA

2. Which of the following employability skills you possess as student?



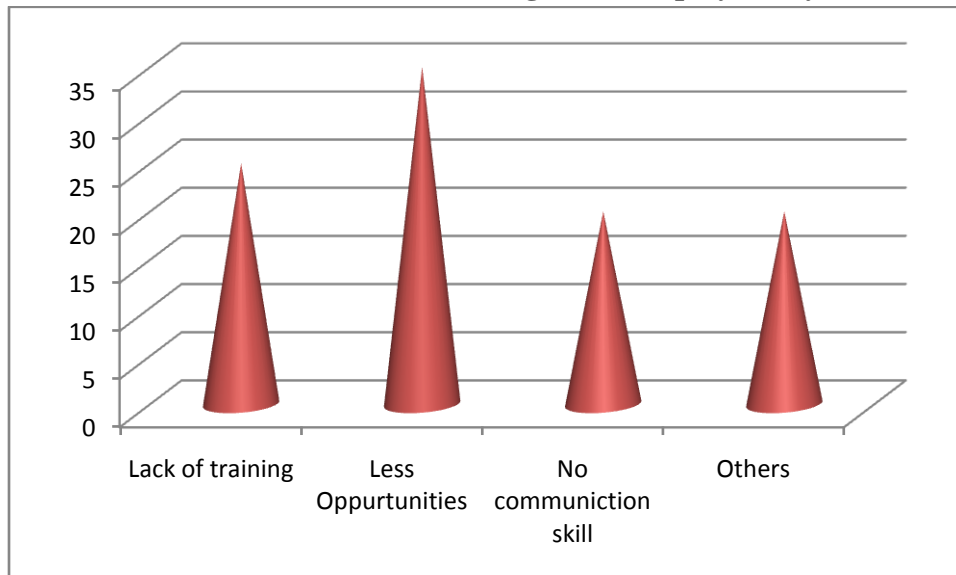
As per the chart given above the skills like communication, leadership and teamwork were possessed by the student in the respective order of variance.

3. Are skill development factors like communication and leadership affecting the employment opportunities?



As per the chart given above most of the student agree to the fact that is still development factors like communication and leadership is affecting the employment opportunities in the industry.

4. What factors affect the learning of the employability skills during academics?

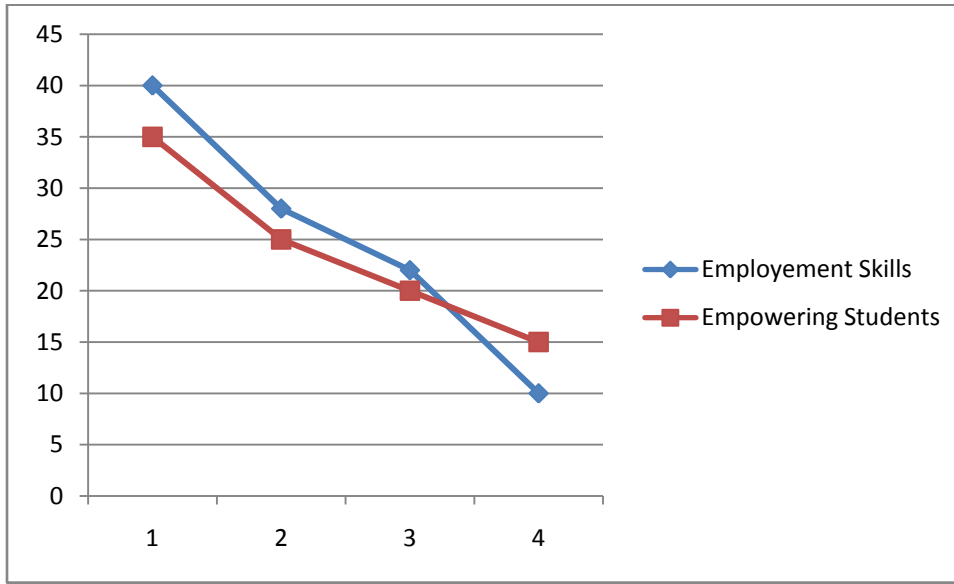


Less opportunities to learn, lack of training and lack of communication skill are the main factors affecting the learning of the employability skills to the students.



Hypothesis Testing

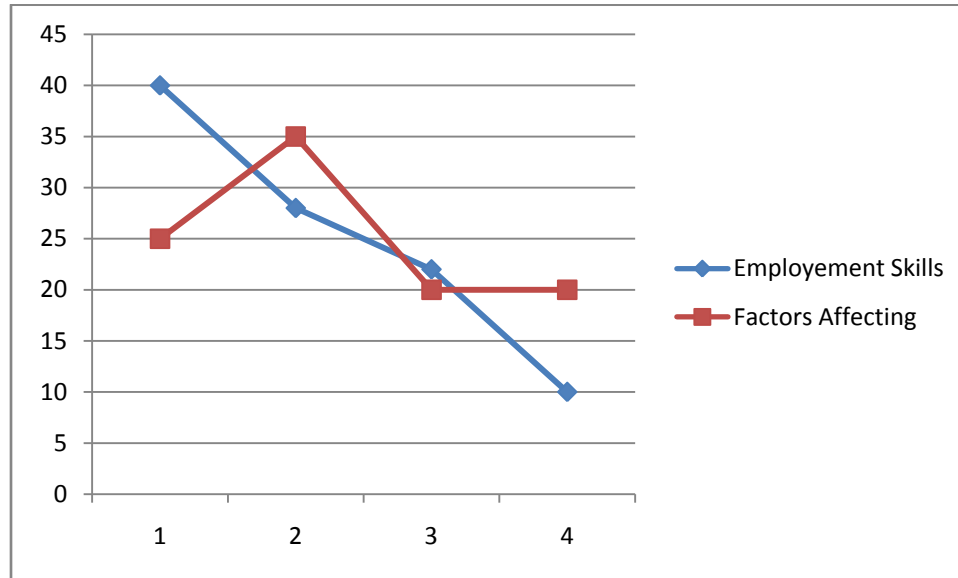
H1: Employability skills have a big impact on student empowerment.



	Employment Skills	Empowering Students
Employment Skills	1	
Empowering Students	0.984495	1

As per the response of the question no. 2 and 3 of the survey there is correlation($r=0.98$) between employability skills and empowering students. Hence it's proved that there is a significant impact of employability skills on empowering students. In this way the first hypothesis is proved.

H2: A variety of factors have a substantial impact on students' employability skills.



	Employment Skills	Factors Affecting
Employment Skills	1	
Factors Affecting	0.452911	1

As per the response of the question no. 2 and 4 of the survey there is correlation($r=0.45$) between employability skills and factors affecting them. Hence it's proved that there is a significant impact of various factors affecting employability skills of student. In this way the second hypothesis is proved.

Result and Discussion

As per the findings of the survey most of the engineering student of participated aged between 19 to 25 years. In the field of academics other than the engineering degree the student possessed different skills in courses like B.com, BA and others. Employability skills like communication leadership teamwork are important to be possessed by students in order to get employment in the industry. There are factors that affect the learning of the employability skills during the academic period of the students such as fewer opportunities more focus on academics and lack of training.

Conclusion

The researcher used descriptive method to fulfil the aim of the study. In conclusion to the study it was found that the issues related to the employability skill in the students were genuine. There are numerous factors which are affecting the learning of the skill to the students during the



academic period. Along with academic skills, personality skills such as communication, leadership and teamwork or also important for getting the employment opportunities in the industry. The researchers conclude that fundamental academic abilities in order of thinking abilities and personal attributes are important for student to get job. Employers are looking for and overall developed and groomed individuals to incorporate in their organisation in the recruitments.

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