

A Report On Graduate Skill Assessment of Entry Level Job in Service Sectors – Arts and Science College, Coimbatore, Tamil Nadu



Management

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ABSTRACT

Employers highlight the workforce skills needed to thrive in the competitive world of work. The performance of the individual depends on their skill in the respective field. In the emerging world of work, there is a necessity to assess the skill level of the graduates before entering to the organization. This will help them to know the level of knowledge, working ability and what to be done for their future. The objective of the study is to assess student's aptitude skill level of selected affiliated colleges, find the relationship between the aptitude skill level and their socio-economical factors and to measure the gap between the availability of student's skill and the employer's expectation. The major findings are 5.9% of students cleared the mathematical ability test, only 15.9 % of students cleared the analytical ability test and 19 % of students alone cleared the verbal ability test

Introduction

The strength of a nation is dependent on its intellectual and skillful citizens. It can be observed that education is an essential tool for achieving sustainability. Only a quality future human capital can predict development of its nation to meet the needs of the present without compromising the ability of future generations to meet their own need. Without a quality human capital, a nation will be weak as there is no human factor that is capable to board on new initiatives and perspectives. A quality human capital comes from a quality education process. Seventy percent (70%) of the graduates in India have an under graduate degree in science, arts and commerce. New career fields have opened up in a big way making it possible for fresh non technical graduates to succeed in today's competitive job market. Employability is automatically increased if one who have professional grooming. It is about one who possess aptitude skill, communication, computer skill, good workplace attitude without supervision etc .so the career oriented centers in colleges /higher education institution should keep up-to-date on the latest trend are very essential .

Review of Literature

According to NASSCOM (2006) reports, only 10% of graduate with non specialized degrees are considered employable by leading companies. That is, with the job market wants and what our colleges provide is totally different. Colleges and students should try to bridge the gap between what the industry needs and what they possess. **Millennial Branding and Experience Inc.** surveyed 225 employers to find out what's most important to them when they hire students or others for entry-level jobs. "Soft skills" like communication and teamwork were ranked even higher than education, and almost all employers said students should have at least one internship before they graduate. A majority of employers in India said they were not satisfied with the skill sets of newly hired engineering/Arts students. A recent World Bank paper showed that 64 per cent employers were 'somewhat satisfied or worse' with the quality of new engineering/Arts graduates in India.

Though the Indian higher education system has massively expanded production of engineering/Arts, there has been an average decline in the quality of students, says the daily report of "Employability and Skill set of Newly Graduated engineering/Arts in India", which surveyed employers in 20 sectors such as IT, power and infrastructure. Interestingly, where the employers found the fresh engineering/Arts graduates most lacking in is 'high-order thinking' skills – critical thinking and problem solving. This is despite a good academic performance.

Another area, considered most important by employers, and where a large gap was found is 'soft skills' such as integrity, teamwork, reliability and willingness to learn. Students academic record as declared by the degree awarding Universities is 'very good' but these recruited graduates were found to be deficient in innovative skills, Problem solving Approach and often even lack the necessary soft skills and ability to work in Groups. Besides, many have been observed to be lacking in interest to learn new concepts and worse still, some are not even willing to be trained to meet company's expectations.

While identifying that each sector has different skill set requirements, the World Bank paper suggests major initiatives in Higher Education in terms of curricular and assessment changes and improve analytical skills. Statistics indicate that India is going to have about 70% of population in working age (15-59) group by 2025, hence we need to exploit this advantage by creating skilled youth and become a super productive count. We need to prepare our students for the near future by fully equipping them with living skills, communications skills, technical skills, creative skills, critical thinking and all other skills that the situation demands.

In this endeavor, the Department of Technical Education of Andhra Pradesh is exploring all the possible ways and means to address the gap between the Industrial requirement and weaknesses in academia. Concluding that each sector has different skill set requirements, the World Bank paper suggests major initiatives in the higher education system, such as reshaping the assessment methods, redesigning the curricula to encourage analysis by students and involving them in problem solving, either on their own or in a team.

Statement of the problem

The opportunities for graduates in service sectors and others have increase over the past one decade. However may graduates remain without jobs. Globalization and MNC's increased the standards of education, career profile and looking for well trained employable individuals. Today there is a strong feeling that the skills of graduates do not match the needs and the expectation of the employment sectors. In this context, the government, Universities and colleges have to address the issues seriously to make our graduates more efficient in the entry level itself.

Scope of the study

The study aims at analyzing the problem faced by the Arts, Science, Commerce and Management students (UG & PG) clearing the aptitude test for entering the placement. And

it focuses on the training package opportunities in higher education institutions in obtaining skill sets and their acquisition by the students.

Objectives of the study

- Assess student's aptitude skill level of selected affiliated colleges
- Find the relationship between the aptitude skill level and their socio-economical factors.
- Measure the gap between the availability of student's skill and the employer's expectation.
- Evaluate the career planning process of students of the selected affiliated colleges
- Suggest the pre-designed coaching intervention programme for the better performance in the entry level test.

Sampling method and size

The sample were divided in to four stratum viz., Coimbatore, Tirupur, Erode and Nilgiris. From each sub stratum sample were drawn based on simple random sampling method. Out of 54 colleges in coimbatore district 26 were selected , 8 colleges were selected out of 19 college in Erode district, Out of 15 colleges in Tiruput district 6 colleges were selected and 3 were selected among the 5 colleges in Nilgiris district. Among the total population 28342 samples were selected for the current study.

Findings of the study

students skill were assessed in the point of mathematical, analytical and verbal ability with the biographical data of type of school, board of education, college type, parent income and so on. The findings are given on the basis of factor assessed. Students studied in Matriculation/self-financing (4.6%) were performed well than the government guided (2.4%) and government (2.0%) school. Students studied in matriculation board were performed good (4.5%) than the CBSE (4.4%), other board (2.3%) and state board (2.0%). Co-education styudets were performed good (2.5%) than the Women's college (2.2%) and Men's college (0.9%) students. Higher the parent income leads higher the performance of the students .Students those who studied maths in school level performed better (3.0%) than non maths students (2.0%). t Students from first generation performed poor (2.3%) than the other students(2.8). Students score above 70 % marks in 10 the maths performed (3.3%)better than 60-70% marks scorer(2.0%) and below 60% marks scorer(1.7%).

There is a meager difference between Rural (2.7%) and Urban(2.3%). Self-financing College students (2.5%) performance was good than the Aided (1.4%) and Government colleges (1.2%). regarding the career and future plan **89 % of them opined that they do not have any future plan.** Overall assessment shows that 5.9% of students cleared the mathematical ability test, 15.9 % of students cleared the analytical ability test and 19 % of students cleared the verbal ability test among the sample selected for the research.

Recommendations and Conclusion

It may con be concluded from the research that there is a wide skill gap for employability among the graduates. Many researchers recognize the current skills gap among the college graduates. The presence of such skills gap puts demands on higher education institutions (HEIs) to consider on how the academe can do its essential role of preparing the graduates to readily face the needs and challenges of the labor market (Martin, Milne-Home, Barrett, Spalding , & Jones, 2000). The higher education institution can offer skill development programme and aptitude coaching form

the first year itself. At least an hour practice is essential to the students to know about their strength and weakness through self evaluation programme. Introducing Industry-institute framed curriculum and value added programme will make awareness among the graduates about corporate requirement.

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