

## **A Study on Identification of the Employability Skills Level among Arts and Science College Students in Namakkal District, Tamil Nadu**

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**ABSTRACT:** This study analyses the employability skills and its implication in the Arts and Science college students. The major objective of the study is to find the relationship between employability skills and Parents Education. This study also gives suggestion for the appropriation of the employability skill among the college students. The sample respondents taken from Arts and Science College students from different institution in and around Namakkal district of Tamil Nadu. SEM Model has been applied for the study. Employability skills of the parents can set out the key choices and decisions which young people face in their employment and provides the suggestions on research methods and explore their options for developing the employability skills required for success.

**Keywords:** Employability Skill, Strategies, Industry Expectations and Availability

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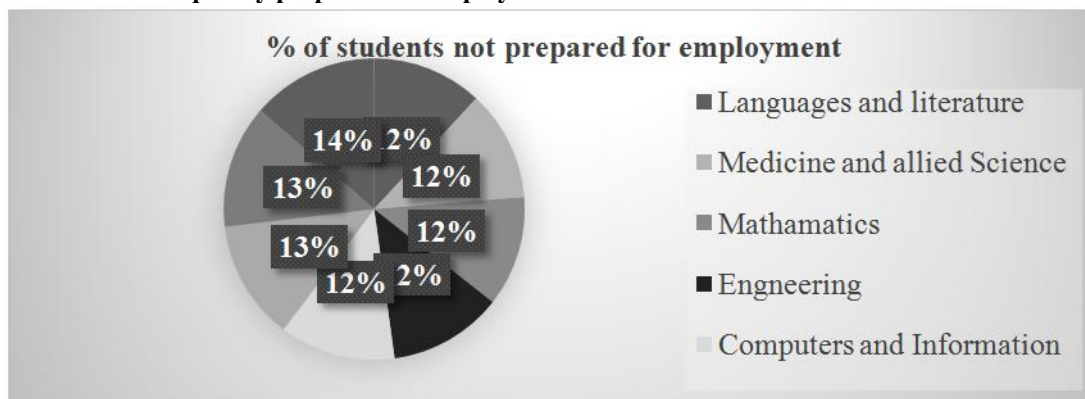
### **I.INTRODUCTION**

In the year 2015, first integrated National Policy for Skill Development and Entrepreneurship was approved by the Union Cabinet chaired by Prime Minister Shri Narendra Modi. The Policy acknowledges the need for an effective roadmap in promoting the entrepreneurship as the key for a successful skill strategy. Policy makers in skill development like AICTE(All India Council for Technical Education),ILO (International Labour Organization)and forums such as ASSOCHEM(Associated Chambers of Commerce and Industry of India), FICCI(Federation of Indian Chambers of Commerce and Industry) and CII (Confederation of Indian Industry)impassive over the issues on the ways of an employee could be trained successfully as a performer and to be refrained for the extra engagements without stress and development of personality to lead a dignified life. At present, in India we can find 749 universities and higher educational institutions including the 46 central universities, 336 state universities, 127 deemed universities, under the UGC State Act. The study focuses in all the 26 Arts and Science Colleges in Namakkal district. The main successful earning industrial area of this district is body builders of trucks, rig units and poultry farms, the above said industrial areas are contributing in the important export of Namakkal district like truck body building industry. More and more private educational and technical institutions are coming up in recent years which will bring flourishment for the district. This district is known for its private educational institutions especially higher secondary school education. In its July 3<sup>rd</sup> 2015 issues of Business Standard newspaper, the Press Trust of India in Mumbai reported that the Indian students lack in development of key employability skills, communication and decision making skills. The very nature of employability skills is related to the real situations. In other words, employability skills cannot be learnt in a classroom. This is one of the reasons the students struggle to learn employability skills and create opportunities.

### **II. STATEMENT OF THE PROBLEM**

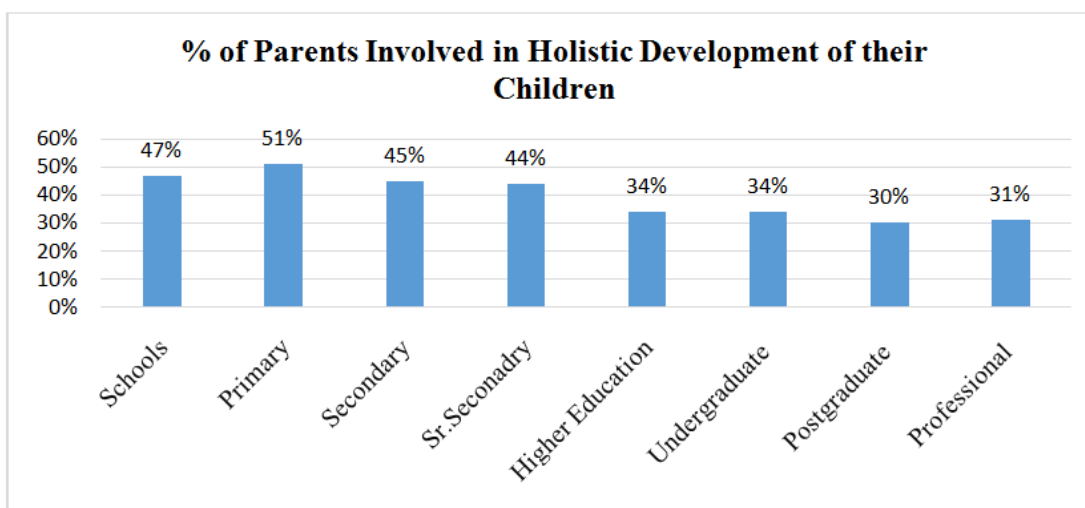
The students from villages in and around Namakkal district, especially from poor and middle class family are taking up value added courses, whereas the students from the rich families do not prefer to take up the course. Low parent education ratio and Average literacy rate of 74.63 per cent is the reason for choosing the Namakkal district for the study. Most of the students after completing their higher education from rural areas only opt for jobs and are inclined to learn new skills. But the support from the student's parent is minimal as they are uncivilized. Jobless opportunities due to lack of communication skills in English language and other soft skills, only 40% of the parents are involved in facilitating holistic development of their children and 57 % of the students are not adequately prepared for employment.

**Students are not adequately prepared for employment**



(Source: Pearson Voice of Teacher survey 2015)

**Parents Involved in Holistic Education –All India**



(Source: Pearson Voice of Teacher survey 2015)

The Indian industry especially the MSME’s do not emphasize on job-related guarantee or formal training as it sometimes increases the cost of man power. Several skill development courses are growing at a faster pace and the students are in a dilemma as to which course would be opt for them. Here peer influences play a major role, due to this misunderstanding amongst the students there results of the value added course affects the standardization.

**III. LITERATURE REVIEW**

**Anjani Srikanth Koka et al. (2015)<sup>1</sup>** Study was investigating whether the engineering students were able to identify the attributes which the employers sought. The findings that major factors were engineering graduates found it difficult to pursue employment upon graduation as they lack employability skills. The study was concluded that the engineering institutions to get a broad view of the needs of IT, MNCs in terms of employability skills and in turn prepare their students so as to acquire better employability skills. Considering the fact that the global demand for soft skills have increased significantly, it was now necessary for engineering students to equip themselves with the adequate Soft-skills besides acquiring, the academic and technical knowledge.

**Ayesha Sabaet al. (2015)<sup>2</sup>** the aim of this study was to access the business management education at graduate level in Pakistan was helpful in making successful managers. The statistical tools used were chi-square test. The findings revealed that the major factors were instance stress management, effective communication, time management, interpersonal skills, self-confidence, and analytical skills. MBA's have diversified skills and they get better chances of being promoted and being employed. The study concluded that the Pakistan MBA’s are also like other countries MBA's and they were attesting themselves as better managers for business organizations because these personals are strong enough than the other professionals.

**Divya Shukla (2012)**<sup>3</sup>the objective of the study was to identify the level of employability skill among the students. The differences based on the respondents' demography details and to facilitate the suggestive measure in this regard, T-test was used. The study concluded that the redesigning of the university curriculum with more apprenticeship and live industry projects will facilitate the pre job training which will surely enhance the employability among the graduates.

**Durrani et al. (2014)**<sup>4</sup>the purpose of the study was to explore the role and importance of numeracy skills in graduate recruitment within a diversity of employment sectors. The finding of the study revealed that, the employers attach to graduates' numeracy skills and the extent to which employers used numeracy tests in graduate recruitment. The study suggested that, many employers seek graduates with particular kinds and levels of numeracy skills and that many test the possession of the latter via their recruitment procedures.

**Gowsalya and Ashok Kumar (2015)**<sup>5</sup>the objectives of the study was to identify employability skill of final year MBA Graduates and to find the factors of employability skills for them. Four independent Factors have been identified to make a significant impact on the employability skills of management graduates. From the study, they are learning Self-understanding, General Management, and work culture, Leadership skills and Computer skills. The study concludes that the institutes should work on the path to develop the above said factors of graduates that will best serve the future era.

**Gowsalya and Ashok Kumar (2015)**<sup>6</sup>the study investigated the existing literature in the field of Employability skill prevailing in India. The focus of the literature survey was to review these employability skills like analytical skills, self-understanding, general management and work culture, leadership and problem solving ability and communication. The employability skill analyzed in this literature survey included MBA graduates, Engineering graduates as well as the University students also ranks in the employability skill of the respondents were in a need to improve the existing district. Being good at one skill cannot facilitate the competency in the other. The study concluded that, the recent day scenario is that the applicant who is multi-tasking can sustain.

#### IV. RESEARCH GAP

In past, many research was carried out in employability skills, very few research has been carried out in the area of my study. Those research as also have been done in foreign countries and yet to be carried in the Indian content.

#### V. OBJECTIVES OF THE STUDY

- To find the relationship between the Employability Skills and Parents Education
- The study also gives suggestion for the appropriation of employability skill among the college students.

#### VI. HYPOTHESIS

**H0: There is no significant relationship between Employability and Parents Education.**

**Latent variable (Dependent)-**

The following are the latent variables used:

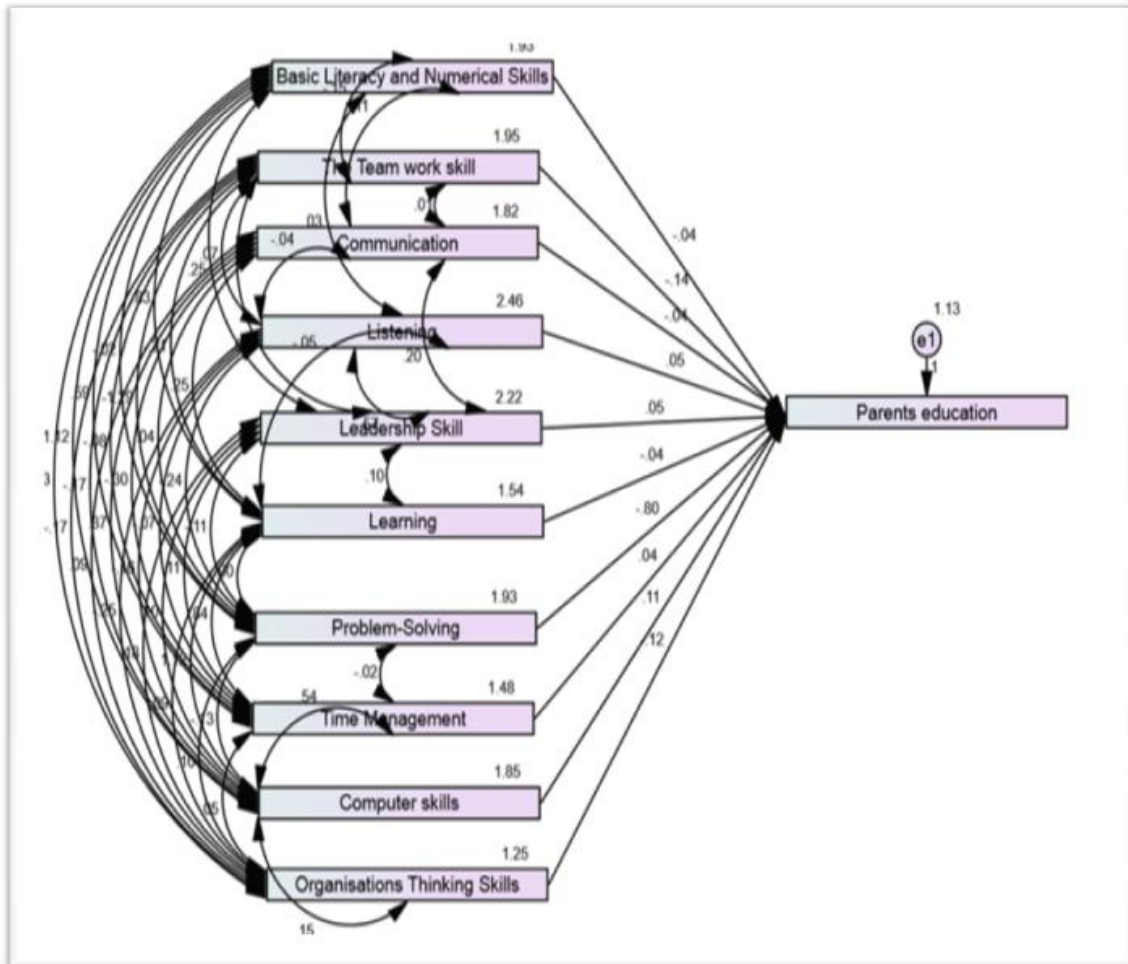
Parents Education	Basic literacy and Numerical skills	Team work skill	Communication
Listening	Learning skill	Problem Solving	Time Management
Leadership Skill	Organizations & Thinking Skills	Computer Skills	

The curved lines in the research model indicates they the covariance

#### VII. METHODOLOGY

This study only considers the Arts and Science College students. Data collection for the study is done using the questionnaire method. A set of surveys which consists of three main parts: Respondents' view, Skill influenced during the study, and Assessment of program curriculum. For the first part, the study aims to review the student's profiles in terms of: Nativity, Parent's Education, Medium of instruction at school, Nature of admission, Nature of institution, and Factors of employability skills. This quantitative survey uses two approaches in issuing the questionnaire: Stratified sampling technique of and probability sampling is considered for the study in the initial process. Post graduate students from top five selected Arts and Science Colleges (total population 1775 students) in Namakkal district are taken for the study. Further 20% of the population i.e., 155 Arts and Science students are approached, out of that 140 genuine responses are recorded on the proportional representation from the each selected college and it is incorporated as in total. Structural Equation Modelling statistical tool is used.

**Exhibit: 1**  
**Structural Equation Modelling**



Source: Computed and calculated through the questionnaire

**Table 1 AMOS- Standardized estimates**

Factors	Estimate	Standardized estimates	C.R	P
Parents Education-→E-Skills	0.245	0.066	3.777	***
Parents Education-→E-Skills	0.156	0.062	2.539	0.012
Parents Education-→E-Skills	-0.037	0.088	-0.416	0.670
Parents Education-→E-Skills	0.036	0.084	0.466	0.670
Parents Education-→E-Skills	0.150	0.077	1.862	0.050
Parents Education-→E-Skills	-.043	.100	-.428	.669
Parents Education-→E-Skills	-.797	.079	-10.079	***
Parents Education-→E-Skills	.042	.084	.504	.614
Parents Education-→E-Skills	.111	.090	1.238	.216
Parents Education-→E-Skills	-.117	.072	-1.609	.108

Source: Computed and calculated through the questionnaire

**Table 2 AMOS-CMIN/DF**

Model	NPAR	CMIN	D.F	P	CMIN/DF
Default model	34	2.072	1	0.150	2.024
Saturated Model	35	0.000	0	-	-
Independence model	7	284.727	28	0.000	9.445

Source: Computed and calculated through the questionnaire

**Table 3 AMOS-Baseline comparisons**

<b>Model</b>	<b>NFI delta 1</b>	<b>RFI rho 1</b>	<b>IFI delta 2</b>	<b>TLI rho 2</b>	<b>CFI</b>
Default model	0.992	0.781	0.996	0.924	0.987
Saturated Model	1.000	-	1.000	-	1.000
Independence model	0.000	0.000	0.000	0.000	0.000
<b>Source: Computed and calculated through the questionnaire</b>					

**Table 4 AMOS-GFI, AGFI**

<b>Model</b>	<b>RMR</b>	<b>GFI</b>	<b>AGFI</b>	<b>PGFI</b>
Default model	0.016	0.989	0.984	0.200
Saturated Model	0.000	1.000	-	-
Independence model	0.098	0.936	0.904	0.624
<b>Source: Computed and calculated through the questionnaire</b>				

**Table 5 AMOS-RMSEA**

<b>Model</b>	<b>RMSEA</b>	<b>LO 90</b>	<b>HI 90</b>	<b>PCLOSE</b>
Default model	0.056	0.000	0.138	0.379
Independence model	0.130	0.116	0.145	0.000
<b>Source: Computed and calculated through the questionnaire</b>				

**Table 6 AMOS-Summary Statistics for model fit**

<b>Model fit index</b>	<b>Recommended values</b>	<b>Observed values</b>
Chi-square/degrees of freedom	<=3.00	2.024
GFI	>=0.90	0.989
AGFI	>=0.80	0.984
CFI	>=0.90	0.987
RMSEA	<=0.08	0.056
TLI	>=0.95	0.924
<b>Source: Computed and calculated through the questionnaire</b>		

CFI- comparative fit index, GFI- Good Fit Index, AGFI-Adjusted Goodness of Fit, RMSEA-Root Mean Square Error of Approximation, SRMR-Standardized Root Mean Residual, NPAR-Number of Parameters, LOC-Locus of Control, EFA-Exploratory Factor Analysis, CFA-Confirmatory Factor Analysis, AFI-Absolute Fit Indices, IFI-Incremental Fit Indices, NFI-Normed Fit Index, PFI-Parsimony Fit Indices, RFI-Reporting Fit Indices and TLI-Tucker-Lewis Index.

\***Source** for model fit index and recommended values “Application of structural equation modelling in educational research and practice” by Myint Swe Khine (Ed.).

**Interpretation:**

Results of SEM analysis indicate that the model offers a good fit to the data. Six fit indices which are commonly used in SEM to test the model fit are Chi-square/degrees of freedom, GFI, AGFI, CFI, RMSEA, TLI are summarized in the table 6. Chi-square/degrees of freedom is less than or equal to 3 (2.024), GFI, CFI and AGFI are greater than or equal to 0.90 and 0.80 (0.989,0.987,0.984), RMSEA is less than or equal to 0.08 (0.059) and TLI is greater than or equal to 0.095 (0.924) which clearly shows that all goodness of fit statistics is in the acceptable ranges.

**Inference:**

The hypothesis is supported because there is no significant relationship between the employability skills and the parent’s education is supported only by the direct regression lines from, the leadership skills to parents education, Exhibit 1 shows that the coefficient value is 0.05 which is positively correlated and the value of p (0.050) is less than or equal to 0.05.

**VIII.FINDINGS**

India is awaiting for innumerable people to attain the working age. India has over 470 million persons approximately below the age of 18 years. The government’s economic survey 2014 says that every year 63 million new entrants are being added to India’s working age people, when compare to other district, Namakkal

district has low parent education ratio. Namakkal district continuously produced the state level toppers in Higher Secondary Education examination, which shows a marginal increase in the overall pass percentage. Namakkal school system is focusing on based mark education rather than, the knowledge based education, and they make young student to be a book worms. In spite of this scenario, low employment ratio exists. Most of the respondents remains unaware about the strength, weakness and choose the courses due to the compulsion of their parents. They lack in problem solving skills and interpersonal skills. The hypothesis- there is no significant relationship between the employability skills and parent's education. Parents play a major role by influencing career aspirations, planning and success. Advice, support, understanding the interests, ambitions and developing the employability skills of the parents help in career education.

### **IX.SUGGESTIONS AND CONCLUSIONS**

The study shows that there is a strong need for awareness among the Arts and Science Post Graduates students in Namakkal district to know the employability skills required by the global talent market. Most of the respondents are still having problems with the English language therefore a few are able to acquire proficiency only at the non-voice level. The low level proficient learners may be identified and isolated and helped for basic language learning. The Universities should change their core curriculum to meet the expectation of the industry, so that the students can be aware of the applications in technology of their work spots. Government should take essential steps to improve, the educational system based on the industrial needs.

### **X.FUTURE SCOPE OF THE STUDY**

This research covered only the Arts and Science college students. the further study can be done on and if Engineering College students and B-Schools students and it will be helpful to find out the employability skill development in all Under Graduate students. The population was covered only from Namakkal district and expanding the area of study will give clear view regarding, the employability skill development of the students.

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