

ANALYTICAL STUDY OF CAREER READINESS SKILLS & EMPLOYABILITY OF STUDENT

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Abstract : The purpose of this paper is to analyze the employability of students with their career readiness skills. This paper elaborates key skills for the employability of the students. Paper tries to explain talent shortage in overall world including India. This study tries to analyze the skills of students for a successful career. This research is based upon a sample of 100 students of different education background and different age group. Survey was conducted with a structured questionnaire. Convenience sampling technique was used to collect primary data. The study reveals that students with high career readiness skill are getting employable with high packages.

INTRODUCTION

A Career Ready student possesses both the necessary knowledge and technical skills needed for employment in their desired career field. For example, a student who is ready to become a teacher not only possesses knowledge of education policy, but also possesses all required skills.

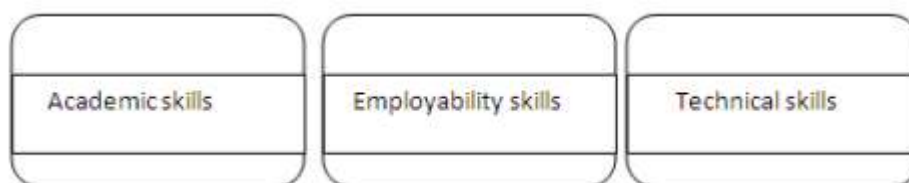
Ultimately, career readiness demands students know more than just content, but demonstrate that they know how to learn and build upon that content to solve problems. They must develop versatile communication skills, work collaboratively and work competitively in a work environment. Ensuring that you possess both the academic and technical know-how necessary for a career toward succeeding on whatever path you choose.

Career readiness involves three main skills areas in order to function in the workplace these skills have been emphasized across numerous pieces of research and allow student to enter true career pathways that offer family sustaining wages and opportunities for advancement .

Academic skills: all student need foundation academic knowledge ,especially in English and math's because in future when they type any letter ,memo ,or reading articles ,manuals they need communication skills and while analyzing any data interpreting data they need to use statistical tools which should be known by student.

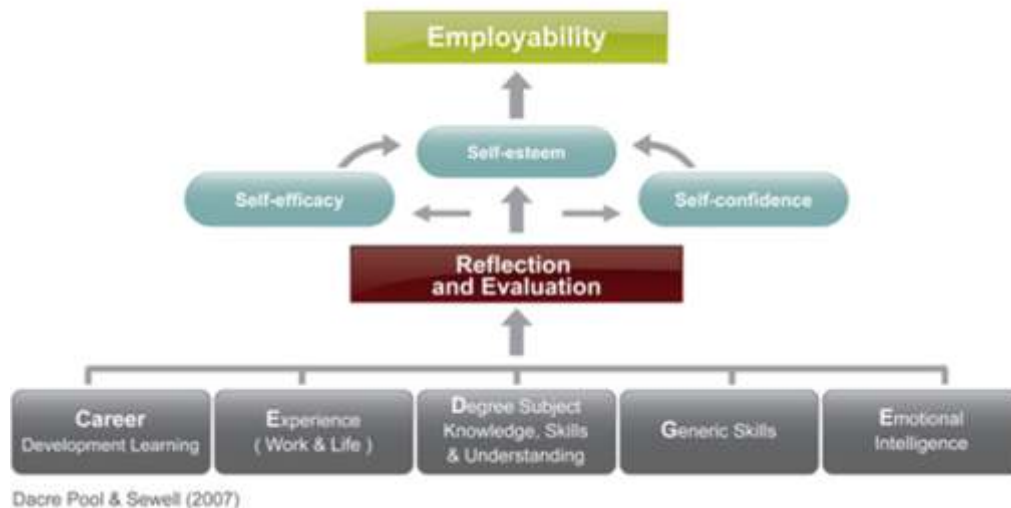
Employability skills: employer always want his employees should possess skills like employee adaptability ,critical thinking skills, teamwork ,professionalism ,ethics ,etc.student must learn these skills and application of these skills to increase their employability.

Technical Skills: In order to be considered ready to enter a career,an individual must also possess at least some level of job-specific knowledge and skills. Some add on courses should be done by the student to improve his technical skills.



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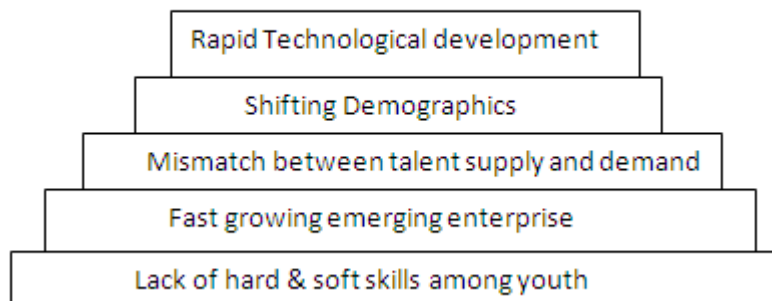
Employability is having a set of skills, knowledge, understanding and personal attributes that make a person more likely to choose and secure occupations in which they can be satisfied and successful. Employers are not getting right person for the jobs. Around 64% of Indian employers are finding it difficult to zero in on candidates with the right skills. Globally, the survey shows that 36% of employers are reporting shortages.



UCLan's Career EDGE Model

Many employers are having problem with shortage of talent To fill this shortages student must have the career readiness skills. This comprises of academic skills, employability skills, technological skills . In addition, employers want prospective workers to acquire at least some level of industry-specific technical skills before they enter the workforce. Talent shortages continue to affect employers globally as the evolution of skills businesses require continues to outpace supply. More than one in three (36%) of employers globally reported a difficulty in filling jobs - a one percentage point rise from 2013 and the highest level Employers in Japan report the greatest talent shortages globally — more than four out of five (81%) are struggling to fill open jobs. Elsewhere, the most acute shortages are reported in Peru, India, Brazil, Turkey and Argentina. At the other end of the scale, employers in Ireland (2%), Spain (3%) and Netherlands

Trends Affecting Talent Shortages today



2.LITERATURE REVIEW:

Berntson (2008) Employability refers to an individual's perception of his or her possibilities of getting new, equal, or better employment.

Forrier and Sels (2003) An individual's chance of a job in the internal and/or external labor

market.

Fugate (2006) A constellation of individual differences that predispose individuals to (pro)active adaptability specific to work and careers.

Harvey (2001) Employability is the ability of graduate to get a satisfying job. Employability is a process of learning

While there is no singular definition of employability, a review of the literature suggests that employability is about work and the ability to be employed, such as:

- ❖ the ability to gain initial employment; hence the interest in ensuring that ‘key skills’, careers advice and an understanding about the world of work are embedded 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.

Career readiness refers to the content, knowledge, skills and habits that student must possess to be successful in sustaining career. (www.act.org)

3. OBJECTIVE OF THE STUDY:

- ❖ To describe demographic profile of the students
- ❖ To understand the relationship between career readiness skills & employability of students
- ❖ To recommend viable strategies to the institution to build career readiness in students

4. METHODOLOGY:

Target respondents:

The students from different education background were targeted for this survey.

Sampling Method

A non probability convenience sampling was used & the data required for the research were collected using a structured questionnaire from 100 respondents

Table 1: Demographic profile of the students:

Gender	%	Age	%	Education	%
Male	56	Under 18 yrs	10	Secondary & higher secondary	10
Female	44	18-22 yrs	62	Bachelors degree	62
		22-25 yrs	25	Masters degree	28
	100		100		100

Source: Authors calculations

Table reveals that 56% were male & 44 % were female. 90 % of the respondents cumulatively belonged to the age group of under 18 & 18-23. 40% of population were having just basic education i.e. 10-12th standard & highest share is 52% of bachelor degree holders.

Table 2: Measurement of skills:

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Sr.no	Types of skills	poor	Satisfactory	good	Excellent	Total
1	Soft skills	20	65	10	5	100
2	Technological skills	30	40	23	7	100
3	Work ethics	25	50	15	10	100
4	Effective communication	30	60	8	2	100
5	Self discipline	39	55	4	2	100
6	Organizational skill	22	65	9	4	100
7	Academic skills	30	62	7	1	100
8	Problem solving	25	65	7	3	100
9	Leadership	41	52	5	2	100
10	Creativity	52	43	4	1	100

Source: Authors calculations

This table explores measurement o skills out of 100 students a very small number of th student have excellent skills in all areas .a good number of student more than one fifth are good in soft skills & work ethics .majority of the student more than one fifth are good at all skills with slight variation a considerable workers near to fifty percent are poor in leadership & creativity ,if these aspects are poor overall performance may get affected

4.1 HYPOTHESIS TESTING:

H₀ : Career readiness skill is not related to employability with pay scale.

H₁ : career readiness skill is related with employability with pay scale.

4.2 ANALYTICAL TECHNIQUE:

CHI-square test was used for analyzing the data collected.

Table 3: Overview of Observed and Expected values for Hypothesis

	Employability with pay scale			
Skill level	1-2 lacs p.a.	2.1-3 lacs p.a.	>3 lacs p.a.	total
low	18	7	5	30
Medium	13	11	8	32
High	6	12	20	38
total	37	30	33	100

Source: Authors calculations

Table 4: table showing calculations of x2 test

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Observation	Observed value	Expected value	$X^2 = (O-E)^2 / E$
Low skill level(1-2 lac p.a.)	18	11.1(30*37/100)	(18-11.1) ² /11.1=4.29
Low skill level(2.1-3 lac p.a.)	7	9	0.44
Low skill level(> 3 lac p.a.)	5	9.9	2.42
Moderate skill level(1-2 lac p.a.)	13	11.84	0.11
Moderate skill level(2.1-3 lac p.a.)	11	9.6	0.20
Moderate skill level(>3 lac p.a.)	8	10.56	0.62
High skill level(1-2 lac p.a.)	6	14.06	4.62
High skill level(2.1-3 lac p.a.)	12	11.04	0.03
High skill level(>3 lac p.a.)	20	12.54	4.43
		Total	17.19

Source: Authors calculations

Total $X^2 = 17.19$

D.F. = (3-1)*(3-1) = 4

The critical value of X^2 for 4 D.F. at 1% significant level is 17.19. As the calculated value is greater than critical value, H_0 is rejected. H_1 is accepted. There is relationship of career readiness skill level and Employability with pay scale. (Chi-square value at 4 D.F. and 1% level = 13.26)

5. CONCLUSION:

Student must have career readiness skills while starting his career to get a better paid job in this tough competitive world a career ready person is ready to do the job. Without skills even though students can get the job but it is difficult to retain the job

The technical term for navigating a workplace effectively might be soft skills, but employers are facing some hard facts: the entry-level candidates who are on tap to join the ranks of full-time work are clueless about the fundamentals of office life.

A survey reveals that most of the students lack communication and interpersonal skills. A wide margin of managers also say today's applicants can't think critically and creatively.

Employment opportunity is there in all sectors but to fill that position students don't have proper skills demand by job. To be employable student must have analytical skill, leadership skills, and technical skills.

6. RECOMMENDATIONS:

To improve the skills of the students' college can take initiative; they can provide extra classes, parent education program, weekend program all are trying to get students prepared for work. Following specific program can be started by the institutes:

- ❖ Internship: by undergone internship training program students can learn practical things in the industry
- ❖ Business & economics: college can form economic forum and daily one session or economic analysis will be done
- ❖ Performing arts: by arranging this session student will increase their team spirit & interpersonal skills
- ❖ Leadership skill & communication skills should also be focus.
- ❖ Stem classes (science, technology, engineering and mathematics) can give detail description about applications in their specific areas

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Books:

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