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Structural Determinants of Employability: A Study on Perceived Employability of BSchool Students in Nagpur

Prof. Rohan Job¹, Dr. Bhavini Patel², Dr. Prasanna Shembekar³

¹* Assistant Professor, Tirpude Institute of Management Education, Nagpur.
Email: ¹*r.job@tirpude.edu.in

² Assistant Professor, Tirpude Institute of Management Education, Nagpur.
Email: b.patel@tirpude.edu.in

³ Assistant Professor, Tirpude Institute of Management Education, Nagpur.
Email: p.shembekar@tirpude.edu.in

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*doi: 10.33472/AFJBS.6.6.2024.7990-7999***ABSTRACT:**

The idea of employability has drawn a lot of attention from academics, educators, and employers in the quickly changing global work market. Employability is the combination of abilities, knowledge, and qualities that help someone find and keep a job. Beyond objective employability metrics, however, there is growing interest in perceived employability—that is, people's opinions and views about their own capacity to find and keep a job. The concept of perceived employability is complex and influenced by both internal and external variables. Personal characteristics including academic achievement, self-efficacy, career goals, and the development of certain employability skills like problem-solving and communication are examples of internal determinants. The larger background is made up of external elements, which also include the school's standing, the state of the job market, and the need for specific training and expertise. The objective of this research is intended to identify the key perceptual factors contributing to the employability of B school students in Nagpur. The study also tries to understand how key variables affecting the perceptual employability of the students. The first part of the paper focuses on the various employability skills expected by the industry. It also focuses on the training that the B schools provide to their students and the gap that exists between the industry expectations and the industry readiness of the students possess. The latter part of the paper this paper talks about the perceptual factors considered by the students of various B schools and how they affect their employability in today's highly competitive market. The Research methodology adopted for study is analytical research and quantitative statistical tools used for study are correlation and regression used for hypothesis testing.

Keywords: Employability Skills, Perceived Employability, Campus Recruitment Training.

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1. Introduction:**Employability and the Current Industry Scenario:**

Employability is the capacity of a person to obtain and hold a job, as well as, if needed, locate new employment. Employability is characterized as a combination of skills, information, comprehension, and personal traits that help people choose and land jobs in which they will succeed and be happy. The abilities or skills needed to perform a job are known as employability skills. These are a combination of technical and soft skills that can be applied

in a variety of fields and contexts. Key skills, core skills, life skills, crucial competencies, necessary talents, and transferable skills and abilities are some of the labels used to define them. Globally, organizations are actively searching for the most qualified applicants. However, because there aren't enough skilled workers to meet the growing demand, the gap between professional and academic ability is growing. Experts surmise that this discrepancy arises from the fact that, despite the fact that many students are confident in their abilities, a minuscule proportion of them are able to turn their passion into a career. There is a paradox when it comes to management students in India: a management degree in India is seen as a ticket to a successful career, in contrast to the West where most students pursuing a management degree have previous work experience. An MBA degree is now considered a requirement for most jobs. The brilliance and opportunities offered by a B-school education attract bright youngsters. Over the past decade, the demand for business and management training among fresh graduates and working executives in India has grown dramatically. Much of this stems from the need for organizations in the knowledge-based service economy to hire younger workers who understand and manage the needs of the organization. Employers often look to business schools as recruiting hubs to identify and hire the best entry-level talent, especially in India. Unfortunately, many management graduates in India seem weak in the required skills and abilities. The challenge of management b-schools in the country today is to produce marketable management graduates who meet the demands of the industry. Despite much being done in this regard, the gap between management students at b-schools and industry expectations continues to widen. Even if companies visit the campus, but are not sure that they will hire students from this university, sometimes no one is hired because the candidates do not have the skills or background. Skills can be either technical or soft skills. Most of the mid-level institutes offering MBA course lack the quality of internships offered to the students. So, the placement of these mid-level institutes is not only a big problem for the institute itself but also for the students who spend a lot of money on higher education and the faculties who spend a lot of time training the students for the corporate world. Therefore, the ability of candidates should be assessed not only according to their skills, but also according to the background from which the candidate comes.

Employability Skills Focused Upon from Industrial Perspective:

1. Communication
2. Teamwork
3. Problem solving
4. Initiative and enterprise
5. Planning and organising
6. Self-management
7. Learning
8. Technology.

2. Literature Review

Employment and employability are two different concepts, which need to be demarcated. Being utilized means having an occupation, being employable means having the qualities expected that would keep up business and advance in the working environment (Lee, 2002). The ponder of employability has been insinuated in various settings in the written work, for instance, considers investigating how graduate understudies should enter the function promote (Harvey, 2001; Knight and Yorke, 2004), Masura Rahmat et al (2012)8 in his study entitled "Relationship between Employability and Graduates Skill" This study aims to measure the employability of the FIST (Faculty of Information Science and Technology)

graduates, Measurement carried out is based on the skills possessed by graduates during their studies at the faculty, skills are assessed based on their basic knowledge of programming system development, soft skills, and entrepreneur skills. Descriptive and inferential statistical analysis were used to analyse the data. The findings revealed that the relationships between employability and graduates' perception of their own skills. The study suggests identify whether the level of skills possessed by graduates during their studies are appropriate in helping them to perform in the current job market Adriana E. Stoica (2010) in her study entitled "Development and Testing of a Comprehensive SK Framework For The Successful Employability of MBA Graduates" The main purpose of this study is to conceptualize and develop the Comprehensive Employability Skill Framework and to test it in verifying the existence of any perception gap regarding the most important skills for a successful employability between the groups surveyed: MBA graduates. Tools used were Cronbach Alpha coefficient, Friedman test and t-test. The study concludes that, the necessity of better understanding the most recent skills required, with a beneficial effect on the quality of the employers Employability can be conceptualized both subsequently and as an antecedent. Result based measures of employability tend to consider target components addressing the likelihood aman can get or hold work (McArdle et al., 2007). Nidhi Pandey. A (2012)¹⁰ in his study entitled "Awareness of Life Skills for Job Sustainability Amongst Management Students". The objective of the study was to identify the important factors affecting employability of MBA students. The sampling technique used was random sampling technique. The data were collected and the study used was primary data. The findings revealed that the attempt to find out the level of awareness of life skills among professional students, which are deemed necessary by any employer from an employee. The study was concluded that the life skills dealing to train and to cope up the loss and stress and at the same time develop critical thinking are required among the youths. Vani Bhagwath et al (2013)¹⁴ in her study entitled "Employability Skills of MBA Students In Delhi- NCR" The main objective of the study was, to throw light on the employability skills required for management graduates and to assess the employability skills of MBA students in particular in the National Capital Region of Delhi. The purpose of this study was to assess the employability skills of MBA students of the selected management institutions operating at NCR. The research design used for this study was a descriptive-correlational research design. The study concluded that, the institutions can do updating the curriculum or course content, enhancing their intellectual capital, Adopting optimal HR policies. Employability puts particular emphasis on ensuring that young people especially have the skills necessary to find jobs in today's working environment (Kathy Daniels, 2002). Rajanibala J. Shah et al (2014)¹⁶ in his study entitled "A Study on Factors Affecting Employability Skills of Management Students", the purpose of the study was, to study the present scenario of market expectations for management students and to find the factors of employability for them. The statistical tools used were exploratory factor analysis and ANOVA. The findings revealed that major factors are analytical skills and self-understanding, general management and work culture, leadership and problem-solving ability and communication. The study suggests that, the management. Age and sex are, in the composition, considered to affect employability. In a couple of analysis, men are found to have better choices in the work publicize, and are along these lines seen as more employable (McQuaid and Lindsay, 2005).

Rubvita Chadha et al (2014) "Industry's Requirement for Employability of Management Student in Present Scenario" The aim of the study was, the industry's requirement for employability of management student in present scenario. The statistical tools used were mean and standard deviation. The study suggests and concluded that, the offer more practical training, develop their conversational skills, outsource to professional organizations specializing in improving employability skills, send their students to visit industries

periodically, invite experts from industries to interact with students - take steps to train their teachers to orient them on the skills demanded by the industry, take measures to enhance students, confidence level, organize frequent personality development workshops and encourage institute-industry interaction.

3. Research Methodology

Significance of the Study

The study has been focused on the industry readiness of B school students in Nagpur city. This will help in decision making process adopted by various industries, TPOs of various B schools and the students themselves as to how to bridge the gap between the industry expectations and perceived employability.

Objectives

1. To analyze the impact of skill training on a student's career and life by critically examining the difference in personality and career of students exposed to skill training from those who are not.
2. To assess the impact of training on student's knowledge enrichment as well as skill enhancement
3. To assess the impact of various factors on student's perceived employability

Hypothesis

H01: There is no impact of training on perceived employability

H02: There is no impact of previous work experience on perceived employability

H03: There is no impact of internships on perceived employability

Scope of the Study

This study tries to identify the main skills which a management graduate should possess to get employed. This study also tries to categorise the skills required in different groups so that the B schools can design their training module according to the needs of the corporate. This study shall also help in observing the current trends of training exercised by different management schools and also identify the gap in the training modules and the expectation of the corporate. Further, the study would help in building up a set pedagogy for training the students to develop different skills to get employed.

4. Research Method

The Research methodology adopted for study is analytical research.

Limitations:

1. The findings of the study were subjected to bias and prejudice of the respondents.
2. The study is restricted to the B schools in Nagpur city only.
3. Time factor was considered as a main limitation.
4. The findings of the study were solely based on the information provided by the respondents.
5. The accuracy of findings was limited to the accuracy of statistical tools used for analysis.

Methods & Sources of Data Collection

Primary data is used to collect information from the respondents. To attain the objective of the study the data is collected through structured questionnaire designed for the Students of B schools in Nagpur city.

Data Collection

- Primary data: Survey method
- Secondary Data: Research papers, Books, News releases, Magazines etc.

Research Boundary: The research work is confined to the AICTE approved B- schools of Nagpur

Sampling Method: The study is based on a simple random sampling method.

Population: The students of various B schools in Nagpur region.

Sample unit: B school graduates (final year and recently passed out students)

Sample Size: For the purpose of the study, a survey of a total of 237 students (including final year students and recently pass out students) has been done.

Tools and techniques of analysis:

Quantitative statistical tools used for study are correlation and regression used for hypothesis testing.

4. Data Analysis

i) Correlation between general factors using Spearman’s Rho:

	Academic Performance	Extracurricular Activities	Skills training	Open for relocation	Awareness of Job Market	Self Confidence	Adaptability & Resilience
Academic Performance	1						
Extracurricular Activities	0.46531707	1					
Skills training	0.439100886	0.596469313	1				
Open for relocation	0.355297154	0.348420597	0.42305	1			
Awareness of Job Market	0.438441589	0.44563131	0.531801	0.490607	1		
Self Confidence	0.291115995	0.377754678	0.531149	0.3451163	0.5090556	1	

Adaptability & Resilience	0.434330082	0.487805919	0.548143	0.4551939	0.556495	0.657529719	1
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Interpretation

- All the factors are correlated with each other however there are some strong correlations ($r > 0.5$):
 - There is a high correlation between extracurricular activities and skill training where $0.596469313 > 0.5$.
 - There is a high correlation between Awareness of the job market and skill training where $0.531810 > 0.5$.
 - There is a high correlation between self-confidence and skill training where $0.531810 > 0.5$.
 - There is a high correlation between Adaptability & Resilience and skill training where $0.548143 > 0.5$.
 - There is a high correlation between Adaptability & Resilience and awareness of the job market where $0.556495 > 0.5$.
 - There is a high correlation between Adaptability & Resilience and self-confidence where $0.657529719 > 0.5$.
- This highlights the importance of skills training in B-Schools. Skills Training is also highly correlated with extracurricular activities depicting that extracurricular activities are a vital component of skills training.
- Comparatively the factor "Academic performance" has weaker correlation with other Factors.

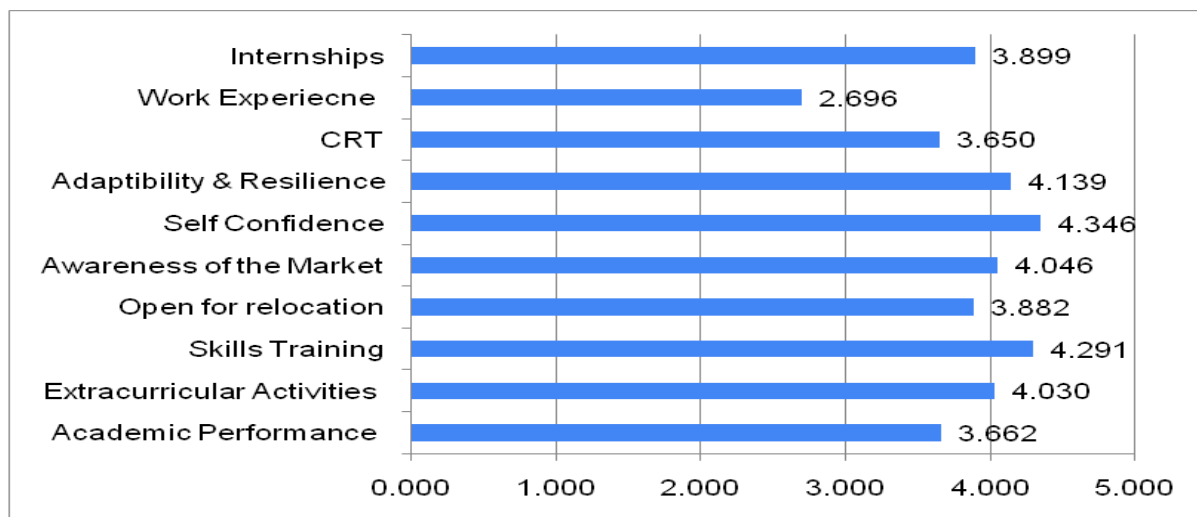
Descriptive statistics of Perceived employability:

Mean	3.649789
Median	4
Mode	4
Standard Deviation	0.906503
Sample Variance	0.821748
Kurtosis	1.538341
Skewness	-1.03873

Interpretation

From the above table it can be said that the perceived employability is between Average and good as the mean value of the responses given by the respondents is 3.649789. It can also be seen that there is a negative Skewness of -1.03873. This implies that the students do not perceive themselves as highly employable.

Mean values of Factors:



Interpretation:

From the table bar graph, it can be interpreted that Self Confidence, Adaptability and resilience and Market Awareness are major factors according to students which are highly correlated with Skills training and extracurricular activities.

5. Hypotheses Testing: Hypothesis testing using The Kruskal-Wallis H test:

The three independent variables considered for the test are:

- Campus Recruitment Training,
- Work experience
- Internships.

Conclusion of Analysis:

Data was collected using a 5 point Likert scale and the initial testing of significant correlation was done using Kruskal Wallis Test. After applying the test, the H statistic was found to be H=98.7563 and P Value < 0.001 at 0.05 significance level.

It depicts that there is a **significant correlation** between the three independent and one dependent variable. To get the precise results, Pearson’s Rho Correlation coefficient is calculated for each factor independently.

Correlation between three key factors and perceived employability using Pearson's Rho:

Independent Factor	Dependent Variable	P Value	P Value	R Value	Interpretation	Null Hypothesis
Campus Recruitment Training	Perceived Employability	0.00244	Significant	0.19598	Weak Positive Correlation	<i>Rejected</i>
Work Experience	Perceived Employability	0.10946	Insignificant	0.04241	Very Weak Positive Correlation	<i>Accepted</i>
Internships	Perceived Employability	0.00874	Significant	0.16998	Weak Positive Correlation	<i>Rejected</i>

6. Findings and Conclusion:

A) Findings:

Factors considered for studying the impact were deduced from the literature review findings. Factors used for the survey were Academic Performance, extracurricular activities, self-confidence, skills training provided by the institute, assessment of market by the students, adaptability and resilience of students, Campus Recruitment Training, prior work experience and Internships. Dependent variable was “perceived employability”. Since it is a perception, it is subjective in nature and varies from student to student.

It was found that skills training and extracurricular activities are very important to build employability among students.

Campus recruitment training and internships have certain contributions but academic performance and grades of students do not seem to have any major impact on employability.

5. Conclusion:

Institutes need to focus on skills training as well as various extracurricular activities which provide hands-on experience to students to deal with real life situations, team building, leadership, communication and other important compensable factors needed by the industry.

This study can be further extended to collect opinions of T&P officers of the institutes and employers as well. This can help in encompassing the employability issues and can help in providing a concrete model for the employability building mission of any institute. It will also help in bridging the gap between Academia and Industry in near future.

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