



Employer Perception Towards Employability Skills Of The Final Year Engineering Students Of South Tamil Nadu

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ABSTRACT

The present study is entitled as “Employer Perception Towards Employability Skills of the final year engineering students of south Tamil Nadu”. Employability of Engineering Graduates and their ability to deliver to the industry expectation after they are hired has been a matter of concern and engaging the attention of academics and industry alike even the engineering colleges never giving concentration for the core skills they force them to the students to concentrate subject oriented skills this is the major drawback of the students unemployability. The research was a survey type which consists of stratified representative sample of engineering students. The investigator has constructed and standardized the research tool. The interpretation of data was done with statistical methods in percentage analysis, mean and standard deviation.

Keywords: Employer Perception towards Employability Skills and Engineering Students

INTROCUCTION

People always confuse between unemployability and unemployment. Unemployability arises when individuals not only lack in educational eligibility but lack in capability and suitability to execute a job related activities despite being the availability of employment opportunities. Unemployment is a state where individuals have educational eligibility, capability and suitability but dearth of employment opportunities. The current situation in India is more in unemployment reason is unemployability.

Perception can be defined as the way we receive, select, organise and interpret or give meaning to the information we receive via our senses. Perception is our sensory experience which means the views of an individual of the world around us and involves both the recognition of environmental stimuli and response action. Perception allows us to act within our environment and also creates our experience of the world around us.

NEED FOR THE STUDY

Skill may be defined as goal-directed, well-organized behaviour that is acquired through practice and performed with economy of effort. Employability skills include both 'hard' and 'soft' skills. Employability skills are sufficient to keeping, and doing well on a job. Unlike occupational or technical skills, employability skills are generic in nature rather than job specific and cut across all industry types, business sizes, and job levels from the entry-level worker to the senior-most position. Employability of Engineering Graduates and their ability to deliver to the industry expectation after they are hired has been a matter of concern and engaging the attention of academics and industry alike even the engineering colleges never giving concentration for the core skills they force them to the students to concentrate subject oriented skills this is the major draw back of the students unemployability. A survey cum test conducted by EC Council, a global leader in Infosys certifications and training, highlights an alarming crisis of talent gap in IT industry. The survey conducted in November 2013 shows that less than one per cent of Indian IT students are skilled in secure programming, while only 13 percent of engineering students were found trainable in the Infosys domain and around 86 per cent are unskilled even in its basics. As a major of number of Indian students are unprepared and somehow hence unemployable, the role of industry and academia becomes all the more challenging

STATEMENT OF THE PROBLEM

Most of the engineering students still not a job; the major reason is insufficient understanding of basic concepts, lack of confident not with their employability, well-versed in their core subjects, lack of exposure, lack of presentation skill, low level of self-confidence, lack of communication skill and so on. Students search the set of skills required by the employers, that process is being looked in to only during the final year.

The study intends in finding out if the levels of necessary skills for employment that are present in fresh engineers in this region. It will give detailed analysis of why the employability skills are not up to the expected level of recruiters of multinational companies. Hence, this study will attempt to identify the gap between the employers and the engineering graduates to get the best employment opportunities.

OBJECTIVES OF THE STUDY

- To identify the employers perception towards the employability skills of the final year engineering students.

RESSEARCH METHDOLOGY

Research Design

The research design is the conceptual structure within which research is conducted; it constitutes the blue print for the collection, measurement and analysis of data. A research design lays a foundation for conducting research. As such the design includes an outline of what the researcher will do for writing the hypothesis and its operational implications to the final analyses of data of good design is often characterized by adjectives like flexible, appropriate, efficient, and economical and so on. Generally the design minimizes bias and maximizes the reliability of the data collected.

Sample Size

considering the spread of study area and the population of employers, a sample size of 25 was considered as appropriate through survey method.

Sample Size of Employer

$$60/1+60*.0025 = 52$$

From the above calculation sample size of the engineering students is 392 but the researcher chooses the sample size is 500. The calculated value of employers is 52 but the researcher taken 25 employers as respondent. Due to time constraints and improper response the sample size was reduced from 52 to 25 employers.

COLLECTION OF DATA

Data collection is an important stage in research work. The quality of research is based on the quality of data collection. Data can be classified into primary and secondary data.

Primary Data

The present study is mainly based on primary data collection from 25 recruiters comprising of different industries of Chennai and Bangalore. Two sets of questionnaire were designed one for final year engineering students another one is online questionnaire (survey monkey) for employers.

Secondary Data

Secondary data are existing information, which do not require direct access to the respondents. These data refers journals of past research works, articles from media, relevant websites, as well as other periodicals from libraries.

TOOLS FOR ANALYSIS

The collected data were processed and analyzed with the help of appropriate statistical tools according to the relevance of information required and the nature of statistical analysis and its conduct of application are summarized below:

Inferential Statistics

1983 | Dr. Joly shalini.N Employer Perception Towards Employability Skills Of The Final Year Engineering Students Of South Tamil Nadu

Inferential statistics is concerned with making predictions or inferences about the population from observations and analyses a sample. It shows the number of occurrences of each response chosen by the respondents. In this study, the frequency infers the employability skills from fresh engineering students.

One Way Analysis of Variance

The One way analysis of variance is used to determine whether there are any significant differences between the means of two or more independent unrelated groups. The present study found the relationship between the employer expectation and employability skills of fresh engineering students.

A Two Way ANOVA

A two way analysis of variance is an extension of the one way ANOVA that examines the influence of two different categorical independent variables on one dependent variable. In this study, it shows the relationship between demographic profile of the respondents and employability skills of students.

Factor Analysis

Factor analysis is a very useful method of reducing data complexity by condensing the number of variables being studied. There are two stages in factor analysis. The first stage is called the factor extraction process where the objective is to identify how many factors can be extracted from the data. The principal component analysis is used for this purpose. The second stage is called the rotation of principal components.

Correlation

Correlation analysis measures the relationship between two or more variables. The correlation analysis has been used find out the inter relationship between the Team working skill, planning and organizing skill and leadership skill for getting job.

Regression

Regression analysis is used for estimating the relationships among variables. In the present study, it shows the reliability of information on skill acquisition program towards problem solving skill, Numeracy skill, and communication skill of the students.

HYPOTHESES OF THE STUDY

In this present study the following hypotheses are framed:

- There is no significant relationship between employers independent variable such as activity of the company, size of the organization and experience in selection of

engineers and their perception, expectation and satisfaction level towards the employability skills of final year engineering graduates.

Review of Literature

Bandura⁶⁵(1997) in his study on “Self-theories, the Exercise of Control” has said that When looking at learning, many learners feel they have to be risk-takers because their self is put before others to perform. Those with low self-efficacy perceive tasks of difficulty as threats; these are people that dwell on their deficiencies and remember the obstacles they encounter when pursuing challenging tasks. There is a reason for connecting the concept of self-efficacy with the motivation to learn an additional language. For students to be able to focus on the task of learning with all their might and determination, they must have a healthy view of themselves as learners.

B. Dela Harpe, and J. Wyber (2000) in their study on “Quality and Generic (Professional) Skills” have suggested that there is concern worldwide that existing undergraduate programmes are not producing graduates with the kind of life long learning skills and professional skills which they need in order to be successful in their careers. Life long learning skills is more important to every professional engineers so college have to provide proper learning skills programme and professional skill development programme.

Hillage et.al.(2002) in their study titled, “Employers Skill Survey” have reported that significant number of their staff were less than fully proficient in their jobs. Skill shortfalls were most common in communication, teamwork, other technical and practical skills, customer handling, and problem solving and least common in numeracy and literacy

Royal Academy of Engineering (2010) in their study on “Engineering Graduates for Industry” have found recently that the overall importance of generic employability (or ‘soft’) skills is widely reported these attributes include self-management, team working, business and customer awareness, problem-solving, communication and literacy.” Only 14 per cent of employers surveyed consider graduates to possess the necessary level of self-management skills. These all generic skills is more necessary for an graduate the institutions trying to improve the skill level of graduates.

ANALYSIS AND INTERPRETATION

Perception can be defined as the way we receive, select, organise and interpret or give meaning to the information we receive via our senses. Perception is our sensory experience of the world around us and involves both the recognition of environmental stimuli and actions in response to these stimuli. Perception not only creates our experience of the world around us, it allows us to act within our environment. However, what one perceives can be substantially different from objective reality.

NATURE OF THE COMPANY-WISE CLASSIFICATION

TABLE 5.1 Company-wise Classification of the Respondents

Sl. No.	Activity of the Company	No. of Respondents	Percentage to Total
1.	Manufacturing	6	24.0
2.	Construction	2	8.0
3.	IT	10	40.0
4.	Electronics and Communication	2	8.0
5.	Others	5	20.0
	Total	25	100.0

Source: Primary Data.

Table 5.1 shows the type of the company. A majority of the respondents (40.0%) are from IT industry followed by manufacturing industry (24%), other industries (20%) and construction and electronics and communication are (8% and 8%). Thus it is concluded that a sizeable number(40.0%) of the respondents are from IT industry. Figure 5.1 indicates that the company-wise Classification of the respondents.

TABLE 5.12 Mean Score of Employer's Perception of Employability Skills of the Final Year Engineering Students

Employability Skills	N	Mean	Standard Deviation	Rank
Problem Solving	25	3.88	0.833	1
Numeracy Skills	25	3.76	0.723	5
Communication Skills	25	3.44	0.917	8
Creativity/Innovation	25	3.80	0.764	2
Team Working Skill	25	3.68	0.802	7
Time Management	25	3.76	0.723	5
Planning and Organizing	25	3.80	0.866	2
Leadership Skills	25	3.80	0.816	2

Source: Primary Data.

Table 5.12 depicts the mean score of employer's perception about student employability skills among final year engineering graduates, calculated on the basis of the responses of the employers. By considering all the statements related to employer perception of employability skills, Problem Solving skill has been ranked first by getting highest mean score of 3.88, three skills ranked second position as Leadership skill, Planning & Organising Skill, Creativity / Innovation Skill, followed by Numerical skill, Time management Skill, Team working skill and Communication Skill.

TABLE 5.31 Challenges Facing While Filling Vacancies

	Mean	Std. Deviation	Rank
Shortage of Applicants	4.04	0.790	1
Limited Resources	3.72	0.737	4
Long Period of Hiring Process	3.96	0.790	2
Heavy Training and Development Programme	3.76	0.723	3
Competitive Starting Salary	3.72	0.980	4

Source: Computed Primary Data.

Table 5.31 shows the challenges faced by the employers while filling vacancies in their companies. The results revealed that the employers are facing shortage of applicants (m=4.04) as a major challenge and ranked first, followed by the period of hiring process (m=3.96), heavy training and development Programme (m=3.76), competitive starting salary (m=3.72) and limited resources (m=3.72)

FINDINGS

this study reveals that the employer's expectation is more than the students' current level in employability skills.

1. As far as employer perception of students employability skill is concerned problem solving skill has been ranked first by getting the mean score of 3.88, followed by communication skill, planning and organizing, leadership, Numerical skill, time management, creativity/ innovation. Thus it is concluded most of the employers giving more preference to problem solving skills.

2. Significant Correlation is observed for on very important skills such as Numeracy skills, Communication skills, Time management, there is a positive relationship between problem solving skill and leadership.
3. Significant Correlation is observed on students employability skill between problem solving skill and communication skill ($r= 0.541$), which is positive.
4. Correlations on very important skills(Numeracy skills, Communication skills, Time management, there is a positive relationship between numerical skill and time management skill ($r= 0.254$), $p<0.01$
5. Correlation on greatest challenges face while filling vacancies, there is a positive relationship between shortage of applicants and limited resources ($r= 0.593$), $p<0.01$
6. Multiple Regression on the very important skills that are problem solving skill and Numeracy skills, communication skills, Team working skills, Leadership skill, there is a relationship between problem solving skill and numerical skill, communication skill, team working skill and leadership skill.
7. Multiple Regressions on the very important skills that are leadership skills and Team working skill, Time management skill, planning & organizing skill there is a relationship between leadership skill and team working skill, time management skill and planning & organizing skill.
8. The ANOVA tests to determine the Employability skills compared to the employer's perception about the work experience of the final year engineering students. The test indicated that problem solving skill showed significant difference with the employer's perception about students work experience. While the Communication skill, Team work, Planning and Organising, Creativity / Innovation, Numerical, and Time Management and Leadership skill do not showed significant differences by employer perception about students work experience.

SUGGESTIONS

- The employers are expecting top priority on Communication Skill, Creativity / Innovation Skill and Team Working Skill. Therefore the Universities shall develop academic programmes such as industry oriented curriculum, application focused teaching methodology, project orientation with qualitative and innovative approach, internship during the academic course, team based curricular and extra curricular activities, research and entrepreneurial development.

CONCLUSION

Unemployability, in the long run, is a serious threat for the holistic growth of the Nation. It is a threat that is very much serious than unemployment. Such factors will have adverse effects on Indian job market. The study shows that there is a strong need for awareness among the south Tamilnadu engineering graduates to know the employability skills required by the global talent market. We cannot blame the engineering graduates for this reason. It is necessary to update the curriculum at a regular interval to cater the needs of the industry. Further, there should be long and sustainable plan to train our young engineering graduates to raise their bar to attain jobs the global talent market.

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