Networking Skills' For Global Employability: A Study Among State And Central Universitiy Graduates

Dr. Adam Paul Patteti, Professor Of Education, Manuu, Hyderabad Post-Doctoral Degree Fellow (D.Litt) Sambalpur University ,Odessa.

Abstract:
There has never been a higher need for graduates with good networking abilities in a world that is becoming more digital and connected. The importance of networking abilities in the context of global employability is examined in this study article. It looks at how well graduates now possess these abilities, what obstacles they encounter, and how universities and other educational institutions may better prepare graduates for the global labor market. The study's goal was to determine the degree of networking proficiency among state and central university graduates. The data were gathered using a descriptive survey approach and a cluster sampling strategy. The results showed that there is a substantial difference in networking abilities between graduates from Central University and State University.

Key Words : University graduates ,Networking skills , Employability.

Introduction

With technology playing a pivotal role in nearly every business, the world is undergoing a digital transition in today's quickly changing labor market and global economy. The labor market is becoming more integrated and competitive as a result of globalization. It is now expected of graduates to compete and collaborate globally. The talents that businesses are looking for and the skills that graduates possess are becoming more and more disconnected. These skills deficits make it difficult for graduates to find jobs. Reducing unemployment and promoting innovation are two ways that addressing the demand for networking and digital competence may benefit the economy.

The abilities and competences of graduates are significantly shaped by universities and other educational institutions. A research in this field can point out the weaknesses in the way that education is currently done and suggest ways to close such gaps. Beyond landing the first job, these abilities are essential for moving up the professional ladder. Graduates have a higher chance of moving up the job ladder if they can use digital platforms efficiently and develop professional networks. Graduates with these abilities may support international cooperation, diversity, and cultural exchange. The quick speed at which technology is developing necessitates constant learning and adaptability. In the

employment market, graduates with great networking abilities have an edge. Individuals and society can both gain from knowing how to improve these abilities.

Rapid technological improvements brought about by the Fourth Industrial Revolution have changed the worldwide employment market and made it necessary to reevaluate the skills necessary for employability. The ability to network has become one of the most important requirements for graduates looking to succeed in a world that is becoming more connected and competitive.

In a time of globalization, networking abilities cut across national boundaries, introducing graduates to a wide range of possibilities, viewpoints, and cultures. Networking makes it easier for ideas, inventions, and knowledge to be shared in the linked professional world, which promotes a culture of ongoing learning and development. Graduates with strong networking abilities can create communities of like-minded people that support one another and promote growth as a group.

The capacity to establish and maintain business connections both online and offline is included in networking abilities. These competencies are essential for graduates hoping to be globally employable since they promote professional development, knowledge exchange, and employment prospects. Present Situation: A lot of grads find networking difficult and perceive it as a difficult undertaking. One factor contributing to this difficulty is their limited exposure to networking opportunities while they are in school.

The Need and Significance of the Study:
Imagine a society in which graduates build deep connections, form coalitions, and communicate their views with ease. a state in which hesitancy and uncertainty serve as no impediments to the free flow of knowledge. We want to live in a future where having strong networking abilities is essential to succeeding in the workplace.

This study is necessary because the job environment is always changing, with dynamic ecosystems driven by connection and cooperation replacing established paradigms. In this environment, graduates with strong networking abilities are essential for opening doors and advancing both society and themselves toward wealth.

Take a moment to consider the cascading effects of graduates who are skilled at networking and have gained authority. Beyond the professional paths of individuals, there is a fabric of shared advantages knitted by the strands of cooperation and support amongst one another. Professional development is accelerated by networking skills, which provide graduates access to a multitude of possibilities and the confidence and competence to confidently navigate their routes to success.

The research In order to meet the changing demands of the labor market, guarantee graduates' employability, promote economic growth, and equip people for success in a

world that is becoming more digitally linked and interconnected by the day, networking skills among graduates are crucial. It seeks to close the skills gap and provide graduates with the resources they need to succeed in the workplace and make valuable contributions to society.By fostering networking abilities, we create an environment that is conducive to creativity and entrepreneurship, where graduates use their contacts to make ideas a reality and spur economic expansion.

Research Questions

1. Do the graduates of state and central university possess high level of Networking Skills?
2. Are the graduates of state and central university facing challenges in learning networking
Skill?
3. Is there any significant difference among graduates of state and central university with regard networking Skill?

Objectives of the Study:

1. To study the graduates of state and central university challenges that they are facing in learning networking Skill?
2. To find out the level of Networking Skills among graduates of state and central university
3. To find out the significant difference among graduates of state and central university with regard Networking Skill?

Methodology:

This study adopts a mixed-method approach, with both quantitative and qualitative research methods. Descriptive survey and multi stage stratified sampling approach was used to select sample of graduate students from 10 different states in India are included5 from Northern India and 5 from Southern India. Within each state, one central university and one state university are selected, resulting in a total of 20 universities considered for the study.

The final sample size comprises 1600 graduate students, with 800 from the 10 state universities and 800 from the 10 central universities. To capture the breadth of academic disciplines, a multistage stratified random sampling approach is used within each university, dividing students into four groups: Humanities, Sciences, Technical Education, and Agriculture, Twenty students are selected from each of these four groups within each university, ensuring equal representation. To collect the data self-made and standardized tool was used to measure networking skills among university graduates.
Analysis of data

TABLE-1 LEVELS OF NETWORKING SKILLS AMONG GRADUATES OF STATE & CENTRAL UNIVERSITIES (N=1600)

S.No	Dimension wise	Low Level	Average Level	High Level
1	Communication Skills	670 (41.87%)	711 (44.43%)	219 (13.68)
2	Relationship Building	528 (33%)	614 (38.37%)	458 (28.62%)
3	Social Skills	576 (36%)	602 (37.62)	422 (26.37%)
4	Networking Strategies	388 (24.25%)	489 (30.56%)	723 (45.18%)
5	Information Gathering	491 (30.68%)	694 (43.37%)	415 (25.93%)
6	Elevator Pitch	513 (32.06%)	654 (40.87%)	443 (27.68%)
7	Follow-Up and Relationship Maintenance	396 (24.75%)	572 (35.75%)	632 (39.5%)
8	Networking Etiquette	281 (17.56%)	472 (29.5%)	847 (52.93%)
9	Event Networking	396 (24.75%)	432 (27%)	772 (48.25%)
10	Adaptability	385 (24.06%)	392 (24.5%)	823 (51.43)

From table -1 includes dimensions of Networking skills among graduates of state and central includes the number of respondents (N=1600) categorized into high, average, and low skill levels, as well as ranking for each dimension.

The dimension Networking Etiquette Rank tops the list,Adaptability skills rank second, Graduates exhibit considerable proficiency in networking at events, indicating their ability to leverage opportunities for professional connections and engagement in social gatherings.Graduates show high proficiency in networking strategies in rank 4 and Follow-Up and Relationship Maintenance was Rank 5While Relationship Building was in Rank 6.Graduates demonstrate moderate proficiency in delivering elevator pitches at 7thrank,Similar to relationship building, graduates show average proficiency in social skills was in 8th rank, indicating their ability to interact effectively in social settings, although fewer demonstrate high proficiency.Graduates exhibit moderate proficiency in information gathering in 9th rank with regard to the dimension Communication Skills most graduates demonstrate average proficiency, fewer exhibit high proficiency in communication skills at the least position

Table -2 Distribution ofNetworkingSkillsin male and female university graduates with regard to global skills

Variable	Sample size	Low	Average	High	X^2	result
Male	800	321	260	219	48.46	Significant at 0.05 level
Female	800	198	284	318		

The data illustrates the distribution of networking skills among male and female participants. Among the 800 male participants, 321 (40.13%) exhibit low networking skills, 260 (32.50%) possess average skills, and 219 (27.38%) demonstrate high proficiency. In contrast, within the 800 female participants, 198 (24.75%) have low skills, 284 (35.50%) possess average skills, and 318 (39.75%) demonstrate high proficiency.The Chi-square test reveals a significant relationship between gender and networking skills, with a χ2 value of 48.46. This result surpasses the critical value at a 0.05 significance level, indicating that there is a statistically significant association between genders and networking proficiency among the participants.

Table -3 Distribution ofNetworking skillsin central andstate university graduates with regard to global skills

Variable	Sample size	Low	Average	High	X^2	Result
Central	800	246	294	260	11.308	Significant at 0.05 level
State	800	310	258	232		

From the above table the students from Central and State universities categorized into three levels of networking skills: Low, Average, and High. In Central universities, 246 student's exhibit low networking skills, 294 have average skills, and 260 have high skills. In State universities, 310 students have low networking skills, 258 have average skills, and 232 have high skills. The distribution of networking skills between Central and State universities, it appears that there are differences in the number of students across the three skill levels. For instance, in the low networking skills category, State universities have more students (310) compared to Central universities (246). Conversely, in the high networking skills category, Central universities have more students (260) compared to State universities (232).The calculated chi-square value is 11.308, indicating a significant association at the 0.05 level. This suggests that the type of university attended does influence the distribution of networking skills among students.

Findings

1. The dimension Networking Etiquette Rank tops and Adaptability skills rank second, Graduates exhibit moderate proficiency in information gathering in 9th rank and Communication Skills was least.
2. There is a significant association between gender and networking proficiency among the graduates of state and central universities
3. There is a significant association between the type of university and the level of networking skills among students.

Suggestions and Recommendations:
All fields in universities should include networking skills development in their curricula. Providing networking-specific workshops, seminars, and courses can assist students in acquiring these vital skills at an early stage of their academic careers.

Give students real-world, hands-on networking experiences. Students can experience real-world networking situations through internships, industrial visits, and networking events hosted by the university. This gives them the chance to hone their networking abilities in a safe and encouraging setting.

Create mentoring programs where seasoned professionals may advise and assist students in learning how to network.

Stress the value of using online resources for networking, such LinkedIn and forums for professionals. Universities can host workshops on maintaining an online presence and using social media for professional networking.

Promote the creation of peer networking groups among university students. Giving pupils specific advice and constructive criticism can help them pinpoint areas for growth and monitor their advancement over time.

Boost cooperation with business partners to give students access to networking opportunities outside of the classroom.

Conclusion:
For graduates to successfully navigate the intricacies of the contemporary professional environment, networking abilities are essential. The report emphasizes how critical it is to close the skills gap in networking among state and central university graduates. Universities can help students succeed in a globalized and digitalized world, increase their employability, and promote economic growth by providing them with strong networking skills.

The results emphasize how important it is for governments, business stakeholders, and educational institutions to work together to give networking skill development top priority. Universities can enable graduates to form meaningful professional relationships,

take advantage of opportunities, and succeed in their professions by providing focused interventions such mentoring programs, curricular integration, and experiential learning opportunities.

It is essential that colleges keep funding programs that help students develop their networking skills going ahead. We not only enhance individual career paths but also add to the overall prosperity and inventiveness of society by raising a generation of skilled networkers.

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