

PROBLEMS OF EMPLOYABILITY - A STUDY OF JOB –SKILL AND QUALIFICATION MISMATCH

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1.1 CONCEPT OF EMPLOYABILITY

Employability has emerged as a major element in Indian labor market and has now become the most common topic of discussion. One of the main impediments in economic growth of India is the insufficient supply of quality skills. According to World Bank, 2009, one of the major constraints most industries in India face is the skills shortage. Each year over 3 million graduates and post-graduates are added to the Indian workforce. Of these, only 25 percent of technical graduates and 10-15 percent of regular graduates are considered employable by the industry (NASSCOM Report). In the current business environment, there is a need of education for employability. Many public and private training institutions focus on the development of key skills and work experience among most of the proficient and non-proficient workforces which enhance their employability. The industrial by the trainees is the matter which concern employers the most, as stated by Nation's Higher Educational Research Institution. Level of productivity can be increased by providing industrial training to employers.

1.2 FACTOR INFLUENCING EMPLOYABILITY

- In current corporate sector, officers and employers are trying to enhance the ability of the employee in different ways; many training programs are scheduled in order to upgrade the qualities in an employee, coaching are also opted as an option, Mentoring also is practiced in offices as well. In mentoring process employee is provided with an employer who guides and trains employee in a regular practice so that the employee gets the right way of doing of doing work..
- Employees with working experience are appreciate and welcomed with higher interest because of the fact that the employer expects employee to have better abilities and flexibilities as they have already experienced the corporate world and so he/she as experienced the situations and conditions in advance. These programs allow employees to be exposed to new experience but all these require a willingness to learn new things and functions.
- Training is one of the major activities which increase the employability for the candidates. Training is basically done for the management employee/candidates because dealing with different personalities is not an easy deal to accomplish. It needs a large training ad development schedules. "Bassanini" also proved that training programs have helped to raise the overall employability of workers, extensively improving their chances of gaining reemployment after having been laid off. Investment for the employee team is an important activity in order to improve market elasticity some activities like training workshops are also considered in order to train the employee to learn from live examples. "Noe" also said that these courses intensively help employee develop new skills and activities.
- It is always seen that the higher education system always gives impressive impression and image to the employer because it has a longer time span for completion. "Mincer" says that employees that have long years of education are able to find suitable jobs easily. On the other hand, "Groot and Maasen van den Brink" says that education has no significant impact in making workers more employable. They also indicated that employees with longer years of tenure in the organizations tend to be less employable within the firm. This is due to accumulation of talent that makes the employees less capable of committing new tasks which require new skills and knowledge..
- In current government sector's employability, preference is given according to the educational degrees possessed by the candidate and if a person is graduate, he is preferably opted by the

government department according to the vacancies, even though the vacancies in such department are rare. And due to this preferential choices if vacancies arise, proper placement is organised of the graduates over the non-graduates. According to the demand requirement which was considered by a newspaper survey team,

1.3 PURPOSE OF THE STUDY

- To identify the mismatch in job skill and qualification

1.4 PROBLEM OF EMPLOYABILITY

Employability is the major crisis faced in current generation. People are unable to find a job which matches their qualification or due to some unavoidable reasons. Some of the reasons are as follows:

1. **Lack of attention towards education:** this is one of the major issues faced in all over India. Every person is dreaming to earn high but without wondering about what they actually possess in them. Students are more concentrating into their future and not at their present. They want to get a high paying job but they hardly fight for it, in the ways of their dream they ignore their education and are unwilling to study hard for it. Many of the students are completing their UG and PG for a title of being a professional and not to learn from it. This attitude pulling the legs down of the market needs and is deteriorating the worth of education system.
2. **Problem of over-expectation:** every person has a limit to his/her performance, but contradicting the actuality and expecting more is a critical case. People are unable to find their own capacities and are running in a complete different momentum. Over-expectation in oneself is arising because people are unable to analyze their own strength and weaknesses. This is again leading to the problem of unemployment, since their high expectations are not getting fulfilled with small work without considering their own drawbacks. Hence forth this is causing a major issue of mismanagement in employability.
3. **Unawareness of Technological advancement** With every passing day it is heading onto a different level high to the top. Now operating in:

With the passage of time, technology has done wonders tenet is all possible in our phones itself, communication across national borders is just a matter of seconds, this is where the IT has grown. But every person (specifically in India) does not have the facility to explore such wonders. Due to which they lag behind in the race of corporate world.

4. **Mismatch in demand and supply:** there is a myth that market is not having enough vacancies for the professionals, but the scene is completely different in reality. In real, their job description needs the demand of professionals in the market is high and increasing but on the other hand. the supply of efficient professionals is less/low, marketers are unable to find people who actually qualify

5. JOB MISMATCH:

This is one of the major concerns seen in current market. The issue says that there is no correlation between the job a person is doing and the qualification one possesses. I.e. there is no link between the qualification/courses of the individual to the job the individual is appointed to. Many of the individual are changing their line to other due to some personal reasons which are giving rise to such issues. There are many reasons causing such problem such as

- Lack of parity in demand and supply: The requirement of the market is high but the supply of candidates is lagging behind due to which there is a rise in employment mismatch. Market demands for the skilled and efficient professionals but the students are just educating themselves for the sake of completing the course due to which the market demand is drifting its path resulting to mismatch.
- Reducing interest in courses done: some of the student feels boredom in the courses they do due to which they take the decision of changing their area of interest. Such as, in accounting field, Chartered Accountancy (CA) is one of the course which require lot of hard work and practice many do not have the urge to complete the course so they turn up in dropping the plan and move to some other field.
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- **Lack of practical knowledge and skills in the profession;** many field of education says the requirement of practical knowledge over theoretical knowledge. There are student of engineering who has the employment mismatch because market demand is anyway getting fulfilled. skills and proficiency of an MBA who just need a guide to show the path rest they possess the qualities. This again causes the error .

1.4 EXPECTATION OF INDUSTRY

An industry always wants to enhance its position in all way possible. And for this it always search for the cream of the milk i.e. out of thousands of candidates only the perfect ones are hired. For companies it's a process of fishing in large ponds are getting only the best ones for the meal. Industry's expectation from present candidate pool is the requirement of one which will be perfect for their work profile.

- Firstly, the company screens the student on the basis of knowledge factor. They expect that the applicant is having complete information about his specialization and what the disciplines are needed. This is the first and foremost factor analyze initially. They want the candidate who has an analytical mind; only an analytical mind can understand the problem, pros and cons of a condition. And finally it triggers on the decision making trait in the candidate quick and correct decision framing is the most demand quality at present, if a person posses the former qualities only then this decision making can be done.
- Next it demands for personal trait in the individual, it want the individual to have the ability to work in group and also as an individual, market require a person who is dedicated, motivated and known to work-out on the commitments made. Having a stable I.Q as well as a stable E.Q because in industry every person has different nature and may not be acceptable to all but if a person has an emotional quotient which is stable, then he/she can work accordingly.
- Having a confident attitude is counted one of the key factors required in the present market environment. In market you need to deal with different people, here is the requirement of confident person who can easily communicate and work smart. This is counted as having a personality which posses the quality of confident, communication skill and ability to work smart.
- Having technical skill regarding the subject is must, and industry also expects the same. Rather than having just knowledge, if focuses on having practical knowledge. A person having skills is more in demand because industry works on applied science and not on theoretical science which gives things only in written.
- A person who can have the quality of multi-tasking is also required in the current running world; Multitask is the quality which means that person is good at multiple things. A company would love to hire a person who is averagely good at multiple things than going for a person who is good at one thing. Since it would cost them less and the output will be more and perfect as per their requirement.
- Present market gives importance to time the most, for them a second is also valuable, and similar expectation is projected for the employees of the organization. Being punctual at work is an attractive quality one has, even at interviews many gives their strength point of being punctual b but one who proves that at work is entertained at the institution.
- Company expects that the employee of his institution ought to be a good learner and a listener too. He/she should be flexible enough to accept the changing nature of the corporate world, rigid perceptions by the individual in the corporate is unacceptable. Since the world in which we are living is dynamic, and changing conditions has to be adopted.
- Inventions are the foundation of Innovation, and Innovation is the sole of current market scenario, henceforth to survive in present business scenario things cannot stay stagnant, it need to change periodically. The market demands new things to the world and which has an innovative brain behind, and so it searches for the candidates who posses such qualities within

which can be proved beneficiary to the company/ organization.

1.5 CAUSES OF MISMATCH

- **Wrong choice of qualification-** When researcher ask about the qualification that who inspire you to choose that qualification or why u chose that qualification It was seen largely that there is a mis-match in the system, when we related the data among different inter-related criterion; we saw that many of the respondents believed that they choose the option of their respective qualification not to secure the job even if they have flexibility, this shows that even if the students have flexibility in them but they do not want to get a job and the reasons are the mis-match between their job requirement and the degree for which they took the admissions.
- **Adequate knowledge of the subject-** When the researcher were asked about that do they feel that they posses adequate knowledge about the subject, about 35.85% completely disagree that no they do not have the knowledge about the subject and 34.82% partially says that they have knowledge not complexly but of only by parts This shows that they are lacking the knowledge even after the degree completion, if this is the outcome of the situation there is a havoc of mis-match in the education system. Talking about the reliability factor, about 49.06% are partial regarding the knowledge they have. About 35.85% says that they are partially feeling that they have team work quality but are not having the complete knowledge as pr the requirement of the opportunities.64.15% says that they disagree to the quality of willingness to learn even if they have the knowledge but still they cannot be a perfect professional because the profession demands for the quality of earning capacities.
- **Adequate skills for a particular job** When the reply of respondent regarding the satisfaction of the skills employee has was compared with the job profile they have, it again reflected mis-match. 36.21% says that they have flexibility but still they do not think that they possess the actual skill which the job is demanding for. They are critically lagging for the skills at job. Similarly, 39.13% says that they are reliable at work but are they do not know what they have as skills in

them and even don't know if the skills match the job criterion or not. Which is the biggest failure seen in the employees, they are even unable to justify themselves with their own skills capabilities and qualities, this is the ruined condition of the professionals we see currently, a person who do not know himself knows nothing in life. Similarly 56.52% which is about more than half of the respondents, they say that they possess the quality of team work but are unaware if their skills match the job description or not which again shows a blunder of job mis-match, because the first step for ever professional is to match their strength weaknesses with the opportunities and treats but this shows how low standard of professional are passing every year. Similarly, 56.52% (more than half the strength of survey) says that they acquired the quality of learning habit at work but are again unknown about their skills correlation with the job they are appointed at. The problem is in the roots of the system, respondents are unable to study themselves before studying the job profile, one should be able to justify himself before getting into any of the job because your skills is what demanded at work place and not your physical presence. To rectify this job mis-match proper self-analysis exercise should be practices so that we can avoid such major issues at professional level.

- **Practical Knowledge / Technical Knowledge -** When researcher ask about the technical or practical knowledge that the most important requirement for every professional to survive in this competing corporate world is regarding the practical knowledge and on contrary, it also reveals that practical knowledge is the factor behind unemployment. More than 50% of the respondent agree that the reason behind unemployment is the lack of practical knowledge, wherein many also believe that lack of knowledge is also responsible for unemployment. E.g. BE about 27.7 %, MBA about 24.62 %, Pharmacy about 26.32 % and in LAW about 8.57 % respondents are not employed because of- lack of knowledge in them , also the survey says that about 56.8% BE,21.54 % MBA 57.89 % PHARMACY, 72.89 % LAW respondents are not employed because of the lack of practical knowledge. Few

professionals also have a believe that corruption i also one of the factor behind unemployment, e.g.0.6 % BE, 0.77 %MBA, 2.10% Pharmacy and 1.42 % Law respondents are not employed due to corruption in the system, however 0 % BE, 1.54 %MBA, 1.05% Pharmacy and 1.42 % Law respondents are not employed because of-wims of interviewer, which is completely a psychological factor. Lack of sources also carry a role in unemployment e.g 0 % BE, 2.31 %MBA, 0 % Pharmacy and 2.86 % Law respondents are not employed because of- lack of source, which is again a parameter of unemployment. Respondents also revealed that 1.3 % BE, 3.08 %MBA, 0% Pharmacy and 2.85 % Law respondents are not employed because of Personality / Attitude, whereas some also faced the problem of discrimination e.g. 0.6 % BE, 1.54 %MBA, 0% Pharmacy and 0 % Law respondents are not employed because of Discrimination. Expecting high is also a major reason of disappointment, e.g. about 0 % BE, 6.15 %MBA, 2.10% Pharmacy and 0 % Law respondents thinks that High expectation of employee is also causing unemployment. Confidence is one of the most important factors which is calculated by the interviewer, e.g. 7.7 % BE, 26.92 %MBA, 9.47% Pharmacy and 1.42 % Law respondents are not employed because of Lack of self confidence. A strong communication plays a vital role for each professional, according to the data collected, 3.9 % BE, 1.77 %MBA, 0% Pharmacy and 8.57 % Law respondents are not employed because of Lack of communication skill, lastly, job hazard is one of the reason resulting into unemployment e.g. 1.3 % BE, 0.77 %MBA, 1.05% Pharmacy and 0 % Law respondents are not employed because of Job Hazard. In totality, we may see that there are multiple reasons which are causing unemployment for professionals.

1.6 DISCUSSION AND CONCLUSION

Employability skills are those basic skills necessary for getting, keeping, and doing well on a job. These are the skills, attitudes and actions that enable workers to get along with their fellow workers and supervisors and to make sound, critical decisions. 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. Employers today are greatly concerned about finding good workers and training them (Robinson, 2000). Human resource managers and business owners who are looking for hiring competent employees are facing the issue of skill-gap which is defined as the difference between the skills needed on the job and those possessed by applicants. Employers prefer to hire people who are trained and ready to go to work, and they are usually willing to provide the specialized, job-specific training necessary for those lacking such skills (National Research Educational Research Institute).

This paper also discussed the current changing business environment emphasizing the importance of education for employability, focusing on the development of not only skills but also practical experience. Then, in order to enhance competitive advantage for graduate employment, management trainees need to develop employability skills in addition to the acquisition of subject-specific knowledge and study programmes need to identify the way of improving that requirement. Personal attributes mostly required by the employers are loyalty, commitment, honesty and integrity, enthusiasm, reliability, personal presentation, common sense, positive self esteem, sense of humour, a balanced attitude to work and home life, an ability to deal with pressure, motivation and adaptability.

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