

Study of Conventional Education System and its Implication on Employability

Sheetal Pramod Jaikar

R. S. Mundle Dharampeth Arts & Commerce College
Nagpur

Abstract :

Employability Skills are the minimum necessary skills for getting, keeping and being successful in a job. These skills are acquired with time. The conventional education system provide basic subject education. The students are facing problem while searching proper job. Majority of students are lacking in the employability. This paper focuses on the effect of education system and employability.

Keywords : employability, education, mainstream education

Introduction :

India has reached a stage in its economic and technical development when a major effort must be made to derive the maximum benefit from the assets already created and to ensure that the fruits of change reach all sections. Education is the highway to that goal.

Education leaves a lasting impression on every Human being. Every age bring forth its own value. With the development in technology and corresponding evolution of the objectives of education, the Aims of Education also undergo changes. Education of human child is similar all over the world. System of education Administration is a latest development. Here Systems of education in different countries are examined. The purpose and assimilate good points of education from other countries in order to improve teaching and learning process.

Modern education is based on current trends and market requirements. Every nation of the world is for going ahead to make education an effective tool for social Change and national development. The fact which has been recognized but not properly stressed that the quality of education investment determines the level of prosperity, welfare and security of the people in the

conditions of modern life, the quality are controlled by the extent to which the system of education itself employs the new findings of the technology.

One of the weaknesses of Indian education system is that it does not gives due importance to skill education. As a result there is a mismatch between the skilled manpower required and skilled manpower available. Every year we churn out millions of graduates who do not have the specific skill sets required by the market. If this trend continues it would hurt our economic growth in the long run. To change this situation first we need to change our mindset. In India, people are obsessed with attaining a post graduation degree and generally look down upon vocational education. This has resulted in a situation where on the one hand there are scores of unemployed graduates and on the other hand there is a huge shortage of skilled workers.

The introduction of systematic, well planned and rigorously implemented programmes of commerce education is crucial in the proposed educational reorganization. These elements are meant to develop a healthy attitude amongst students towards work and life, to enhance individual employability, to reduce the mis-match between the demand and supply of skilled manpower, and to provide an alternative for those intending to pursue higher education without particular interest or purpose. Efforts will be made to provide children at the higher secondary level with generic vocational courses which cut across several occupational fields and which are not occupation specific.

Employability

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.

Employability refers to a person's capability for gaining and maintaining employment For individuals, employability depends on the knowledge, skills and abilities (KSAs) they possess, the way they present those assets to employers, and the context (e.g. personal circumstances and labour market environment) within which they seek. As such employability is affected by both supply-side and demand-side factors which are often outside of an individual's control.

Origins of Employability

The concept of employability has been in the literature for many years. Current interest has been driven by:

- the changing nature of public employment policy, with increasing emphasis being given to skills-based solutions to economic competition and work-based solutions to social deprivation.
- the supposed end of 'careers' and lifetime job security, which have, of course, only ever applied to a minority of the workforce, the greater uncertainty among employers as to the levels and types of jobs they may have in the future, and the need to build new relationships with employees.

The Employability

- The two greatest concerns of employers today are finding good workers and training them. The difference between the skills needed on the job and those possessed by applicants, sometimes called the skills-gap, is of real concern to human resource managers and business owners looking to hire competent employees. While employers would prefer to hire people who are trained and ready to go to work, they are usually willing to provide the specialized, job-specific training necessary for those lacking such skills.
- Most discussions concerning today's workforce eventually turn to employability skills. Finding workers who have employability or job readiness skills that help them fit into

and remain in the work environment is a real problem. Employers need reliable, responsible workers who can solve problems and who have the social skills and attitudes to work together with other workers. Creativity, once a trait avoided by employers who used a cookie cutter system, is now prized among employers who are trying to create the empowered, high performance workforce needed for competitiveness in today's marketplace.

- Employees with these skills are in demand and are considered valuable human capital assets to companies.
- What specifically are those skills, attitudes and actions, i.e., employability skills, necessary for getting, keeping, and doing well on a job? Employability skills, while categorized in many different ways, are generally divided into three skill sets: (a) basic academic skills, (b) higher-order thinking skills and (c) personal qualities. The three skill sets are typically broken down into more detailed skill sets.

Basic Academic Skills	Higher-Order Thinking Skills	Personal Qualities	
<ul style="list-style-type: none">• Reading• Writing• Science• Math• Oral Communication• Listening	<ul style="list-style-type: none">• Learning• Reasoning• Thinking Creatively• Decisions Making• Problem Solving	<ul style="list-style-type: none">• Responsible• Self Confidence• Self Control• Social Skills• Honest• Have Integrity• Adaptable and Flexible	<ul style="list-style-type: none">• Team Spirit• Punctual and Efficient• Self Directed• Good Work Attitude• Well Groomed• Cooperative• Self Motivated• Self Management

- Although the academic skill level required by some entry-level jobs may be low, basic academic skills are still essential for high job performance. Ideally, new hires will have the ability and will want to learn. They also need the ability to listen to and read instructions and then to carry out those instructions.
- When asked for information, these individuals should be able to respond appropriately both orally and in writing, including recording and relaying information. Reading ability includes comprehending what has been read and using a variety of written materials, including graphs, charts, tables and displays. Entry level employees also need the ability to complete basic math computations accurately.

In India, commerce education is seen as elitist. Often, young men and women are attracted to management education not because they need some education, exposure and experience to create something wonderful and hence useful to society but are usually motivated by the positive economic consequences.

Commerce education is necessity for the survival and for the progress in all respect. It tells us how to perform business, transaction, etc..

Employability Skills

Employability Skills are the minimum necessary skills for getting, keeping and being successful in a job. These skills are acquired with time. Without a clear explanation of what kinds of skill are required, it is difficult for human resource practitioners to choose the right kind of training program. So, all the time & money exhausted in training are likely to be wasted. The skill framework developed as part of this research thesis contains 8 major skills viz. Communication, Team-work, Work-psychology, Critical-thinking & Problem solving, Initiative, Enterprise & Self-Management, Learning & Adaptability, Planning and Organizing and Technology.

Employability skills are not job specific, but are skills which cut horizontally across all industries and vertically across all jobs from entry level to chief executive officer. "Too many young graduates leave universities without the skills, attitudes, and understanding that are necessary to successfully enter the world of work. The unemployment rates among graduates are the highest in the country. Often jobs are readily available, but these graduates lack what is needed to get and keep jobs. It seems reasonable to expect schools to teach students what they need to succeed in the world of work". "Employability skills are defined as skills required not only to gain employment, but also to progress within an enterprise so as to achieve one's potential and contribute successfully to enterprise strategic directions."

Education institutions are the most vital entity in the nation. The institutions are playing a major role in providing education to the students. Majority of institutes are unaided and generate

funds by their own. Management institutions appoint staff with the adequate knowledge and educational qualification. The performance of these educational systems are depends majorly on the teachers and student involvement in overall educational pursuit. The students are learning many of the subjects including Accounts, Principles of Business Management, Cost Accounting, Company Law, Economics, etc.. They are getting subject knowledge in the deeper level. Students are well conversant about the domain expertise. Still they are facing problem while searching proper job. Majority of students are lacking in the employability. Thus, it is necessary to study employability amongst students of commerce faculty.

Hypothesis Testing :

- H₀ : The conventional mainstream educational system is sufficient in meeting the needs & satisfying the requirements of a today's highly competitive job market.
- H₁ : The conventional mainstream educational system is not sufficient in meeting the needs & satisfying the requirements of a today's highly competitive job market.

This hypothesis regarding relevance of conventional education system in the today's competitive job market is tested through the One Sample t-test using statistical software SPSS.

One-Sample Statistics

N	Mean	Std. Deviation	Std. Error Mean
600	3.7433	1.26364	.05159

One-Sample Test					
Test Value = 5					
t	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
				Lower	Upper
38.833	599	.000	2.00333	1.9020	2.1046

To test this hypothesis; a Likert scale is used. Response of 600 student respondents are recorded and inputted in the SPSS software. The mean value generated is 3.74 and Standard Deviation is 1.26. The test value is set as 5 as Likert scale is five level scale to record the responses. From the above One Sample t-test hypothesis is significant i.e. 0.000. So the NULL hypothesis is rejected and the alternate hypothesis 'The conventional mainstream educational system is not sufficient in meeting the needs & satisfying the requirements of a today's highly competitive job market' is accepted.

Conclusion

Majority of students feels that their teachers help them to improve commerce skills amongst students. Students feels that colleges should have language laboratory to enhance foreign language expertise. Majority of students feels that soft skill is very essential for getting job. Majority of student respondents feels that communication is very essential for getting proper job. Industries should play participative role and offer employability skills enhancement programme for students so that rate of placement will improve. The conventional mainstream education should offer domain knowledge along with industry ready courses including soft skills.

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