A Study of Relationship of Importance of Self Competence with Other Variables Leading to a More Employable Generation Y.

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Abstract—*Indian higher education system boasts of maximum number of enrollments across globe. Thousands of students graduate every year yet very few are employable. Studies reveal that Indian students lack hard and soft skills required by industry to be a part of the workforce. Self-assessment or assessment of self competence has emerged out be a major soft skill in determining the attitude to be employable. The study analyses the perceptual inferences of Management and IT graduates as regards the relationship of assessment of self competence with variables like conflict management, decision making and networking. The study was conducted in Delhi NCR region wherein the respondents were selected through multistage sampling (N=107). Data was collected through self-constructed questionnaire (cronbach alpha =.975).*

Keywords: *Employability, Gen y employability, Assessment of self competence, Self competence.*

1. INTRODUCTION

India has got third largest Higher education system in the world and it very well acknowledges the need of education in nation building. Imparting requisite skills and knowledge will lead to overall development of Indian economy [1]. Therefore, the knowledge and skills so learnt must have a role in gaining employment as well as sustaining it. A survey conducted by [2] revealed that only 10 % of the management graduates are employable. The results of a study conducted by [3] are also shocking as they reveal that as many as 80% of the engineers are unemployable in the country. Recruiters from industry prefer students from Tier I cities rather than Tier II as such students are believed to have much better exposure to information, media, infra structure. [4] in their research shows that industry is facing a tough time in locating people with self-awareness and self-management skills in order to succeed in their organizations. Around 74% of the sample (industry recruiters) felt that they have recruited graduates who lack human skills and which are said to develop a toxic environment in the organization. In order to garner such soft skills, one must be aware about oneself. Self-awareness or ability to assess one's competence can lead to results like improved performance and productivity. The present study tries to analyze the relationships of assessment of self competence with decision making, strong inner self, conflict management through negotiation and networking. The researchers could find no study in published domain studying all these variables together in Indian context.

2. LITERATURE REVIEW

[5] define Employability as possessing a professional identity and the required qualifications in order to gain an employment. It is more than having the skills only and depends on factors like demographics, socio-cultural and opportunities so provided by employers. According [6] , recruiters from industry look for certain characteristics in incumbents while recruiting: new employees coming on board must possess qualities like negotiating effectively, patience, clear at communication, self development on a continuous basis, innovative, observational and understanding/receptive to changes. Only acquiring of knowledge and skills is not enough, the attitude possessed by students, is of greater significance and how these attitudes are learnt by them [7]. Both management and IT graduates, who are going to join the competitive and professional workforce soon must possess certain crucial skills namely: communication, collaborative, interpersonal, leadership, reasoning, analytical, technical, self-assessment, self-management, problem-solving, information literacy and ethical literacy [8]. According to [9] suggested some categories of requisite skills for engineers: self-assessment, change management skills, interpersonal, communication skills, problem solving, critical thinking skills and lifetime learning skills. A study conducted by [10] on management graduates, it was found that the budding professionals give highest significance to skills like communication, written, verbal, decision making, problem solving, technical knowledge and they perceive themselves to be competent in planning, prioritizing work, organizing and technical knowledge. The present study has tried to map the relationship of assessment of self competence with other variables like decision making, conflict management through negotiation and networking.

3. HYPOTHESES

H1: There exists a relationship between assessment of self competence and decision making ability of respondents.

H2: There exists a relationship between assessment of self competence and conflict management capability through negotiation of respondents.

$H_0 3$: There exists no relationship between assessment of self competence and networking ability of respondents.

4. RESEARCH METHODOLOGY

This research initiative studies the relationship of assessment of self competence with other variables like decision making, conflict management through negotiation and networking based on the perceptual inferences of Management & IT students in Delhi-NCR. The research has been carried out with a self-constructed questionnaire. The questionnaire had two parts, part A was purely focused on collecting demographic details and part B mapped the perception of respondents as regards different variables. The questionnaire was constructed on a five point Likert agreement scale to measure the responses on the decided variables. The questionnaire was subjected to review by experts and their inputs have been incorporated accordingly. Reliability of the same was computed to be Cronbach Alpha (.975). According to [11] the instruments used in basic research have reliability of about .70 or better. The sampling was multistage. In the first place it was purposive wherein the researchers drew out a list of management and technical institutions affiliated by AICTE (All India Council for Technical Education). The list was generated through the web link *http://trueguides.blogspot.in/2011/03/list-of-aicte-approved-colleges-in.html.* At second stage sampling was stratified wherein self financing management and technical institutes were selected from the list. Out of it, 2 management and 2 technical institutes were selected for the study. Final year students were administered questionnaires so as to record their perceptual inferences regarding skill set and ethical orientation. A total of 30 students per institute filled the questionnaires. Out of 120 filled questionnaires total of 107 completed questionnaires were taken for the study.

5. DATA ANALYSIS

In order to understand the relationships of assessment of self competence of the respondents with different variables viz. decision making ability, strong inner self, conflict management through negotiation and networking ability, correlation coefficients were calculated. A higher coefficient indicates a stronger correlation between variables.

There exists a positive relationship between the perceptions of respondents regarding assessment of self competence and perceived decision making ability (r=.568, p<0.01) Table 1. When students are able to map the level of competence they

possess a better decision making ability. [12] concluded in their study that people having low self efficacy perceptions remain undecided. Therefore, H1 is accepted.

Table 1: Relationship between perceived level of self competence and decision making ability of respondents

Correlations			
		Assessment of self competence	**Decision Making ability**
Assessment of Self Competence	Pearson Correlation	1	.568**
	Sig. (2-tailed)		0
	N	107	107
Decision Making ability	Pearson Correlation	.568**	1
	Sig. (2-tailed)	0	
	N	107	107
**. Correlation is significant at the 0.01 level (2-tailed).			
*. Correlation is significant at the 0.05 level (2-tailed).			

Table 2 depicts a positive relationship between the perception of respondents regarding their self competence assessment and conflict management through negotiation (r=.431, p<0.01). This is because people who are able to map their self competence can negotiate better and thus resolve conflicts. [14] opines that conflicts are inevitable in the organizations and people having high self efficacy can combat conflicts efficiently. Hence, H3 is also accepted.

Table 2: Relationship between perceived level of self competence and conflict management through negotiation.

Correlations			
		Assessment of self competence	**Conflict management through negotiation**
Assessment of self competence	Pearson Correlation	1	.431**
	Sig. (2-tailed)		0
	N	107	107
Conflict management through negotiation	Pearson Correlation	.431**	1
	Sig. (2-tailed)	0	
	N	107	107
**. Correlation is significant at the 0.01 level (2-tailed).			
*. Correlation is significant at the 0.05 level (2-tailed).			

The Multi National companies these days operate in different cultural settings. The gen y professionals have complete understanding of these settings and believe that attaining political skills will be beneficial to them. A positive relationship has been observed between perceived level of self competence and networking abilities of respondents (r=.257,

p<0.01) Table 3. Ability to network is one of the significant political skills [15] and right assessment of one's competence can lead to enhanced networking abilities. Therefore, H03 is rejected.

Table 3: Relationship between perceived level of self competence and networking ability of respondents.

Correlations			Assessment of self competence	Networking ability
Assessment of self competence	Pearson Correlation		1	.257**
	Sig. (2-tailed)			0.007
	N		107	107
Networking ability	Pearson Correlation		.257**	1
	Sig. (2-tailed)		0.007	
	N		107	107
**. Correlation is significant at the 0.01 level (2-tailed).				
*. Correlation is significant at the 0.05 level (2-tailed).				

6. CONCLUSION & IMPLICATIONS

'Competency' is said to be a measurable trait of an individual which is related to one's performance in a job, culture or organization. These traits exist in the behavior of an individual [16]. The competence of management and IT graduates is being judged on three categories a) quantitative (related to discipline based knowledge) b) qualitative (required attitude and behavior at workplace) and c) personal (attitude and skills possessed by graduates) attributes [17]. Employability of Indian graduates is really a gigantic issue before industry and academic institutions these days. What industry gets from their prospective workforce is falling short of their expectations. The reasons behind this issue are lack of hard and soft skills. Positive attitude, self awareness, self belief, self management, problem solving attitude, technical knowledge, team working and communication are said to be the skills required by the industry. Self competence has emerged out to be a significant dimension in ascertaining employability levels of graduates. The study shows that assessment of self competence can lead to better performance and productivity in organizations. The findings of the study suggest that assessment of self competence is related to better decision making ability, conflict management and networking ability. The beneficiaries are the academia, policy makers, regulatory bodies and administrators.

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