

Skill Employability Awareness: An Exploratory Study of UG students of Kashmir Division

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Abstract—*The research study was carried out on the UG students of Kashmir division consisting districts from North Kashmir, Central Kashmir and South Kashmir in which the researcher tried to find out the awareness of skill employability among the under-Graduates of different districts of respective division. More than 700 undergraduate students(350 boys and 350 girls) participated and had been assessed on the basis of different parameters of skill employability awareness like; Carrere exploration, Vocational Maturity, Decision Making, Job search enhancement, Job maintenance and New Career growth. The researcher used Randomized technique in which Data had been collected through Questionnaires and Interview method. The study revealed a good awareness of skill employability but gets suppressed because of lack of Infrastructure and all time conflicting situations in Kashmir valley which gives a negative information to the outer masses. The study also suggested an enhancement of employability skills and implementation of effective and skilful knowledge and Training which makes our students more confident and more competent for this competitive and professional world of Market in the best possible manner which is actually the need of the hour.*

Introduction

The situation of the current working environment differs from the previous age as we are living in the global job market which is characterized by change and increased competition for jobs. In this competitive and world of work, Graduate job skills and the skills needed in the workplace are the main obstacles or barriers of our undergraduates because the labor force in the current century doesn't need only graduates with high merit in their academics but most importantly they should also be acquainted and equipped with large number of skills and attributes in order to compete in this competitive world. Different surveys on Employers showed that skills of occupation doesn't suffice the current need of labor market but they (Workers) are nowadays projected more set of Skills. The students (UGs) also needs the number of different skills called Employability skills after completing the graduation in order to meet the needs of various occupations. In this world of work and Education and Training, employability skills are considered as the missing link.

Besides the excellent communication skills, the employees working in the global competitive market must have the

critical thinking, problem solving ability. Employability becomes very significant as it enables the students to approach and move from one job to another, within and between organizations. In order to compete in this technical advancement and the competitive world of work, it is compulsory to make and prepare graduates the skill-full and make them able to adapt in different working situations.

The employability skills plays the pivotal role in this global Market of competition which implies the combination of essential and critical abilities that encompasses the development of a knowledge base, expertise level and mindset which actually should be increased in order to be successful in the modern workplace. Employability skills are mainly considered as the important qualifications for different job positions and becomes necessary for the success of employability of an individual and at any stage of Business world. In Today's global economy, employability skill attributes like, critical thinking and problem-solving, creativity and innovation, collaboration, and communication skills plays the crucial role in Job market (American Management Association). Other studies also focuses on Skills like communication, problem-solving, decision-making, analytical and critical thinking, synthesizing information, teamwork, interpersonal, and continuous learning which should be inculcated in our graduates and making such skills as the pre-requisition of the profession. Employability skills plays the crucial role in the national, regional, and international labour market. We can't apart education and training policy from the learning outcomes of labor market. The gravity of global competition means that graduates demand an employer more than academic skills conventionally signified by the subject and degree class. Since the 90s, many studies and reports of different government, industry, higher education agencies and researchers urged the dire need of employability skills in higher education sector and more need of awareness regarding the different skills of employability among the graduate students.

The study suggest that the universities and colleges should plan to enhance the awareness of employability skills among

the graduates which represent graduates' work readiness. In 21st century workplace, it becomes the important aspect for higher education sector to design and implement programs that are appropriate to the missions and goals of the students. To provide competent graduates in the system, it is the duty and responsibility of higher education to provide graduates with skill-full knowledge in the relevant professional field with rational skills and ability to apply theory to practical situations. This paper focuses on the skills like Career exploration, Vocational maturity, Decision making, Job maintenance and New career growth and also becomes part of the author's concern in developing the awareness of higher vocational education, in order to prepare graduates to compete in this competitive world with full knowledge of specific skills and also have employability skills. This paper discusses the awareness of employability skills among the under-graduates of Kashmir division despite the conflicting situations in the valley. The paper also suggests and recommends the steps of enhancement of skill employability awareness.

Review of the Literature.

Subramanian kalpathy (2017); analyzed the Skill sets, which are lacking in our students and can be enhanced through soft skill training and Personality Development programs.

Divan, Mc Burney (2016), The study found that students had very clear reasons for engaging in a particular activity and, in many cases, related to enhancing their employment prospects, also found students in the control group to be the most uncertain of their future career plans. The reasons for not engaging in the employability initiatives described here and lack of career planning amongst the control group require further investigation.

Chithra R (2013) found a significant difference between the perception of students and their employers. The conclusion was that, the students with work experience have better awareness of the employability skills than the students with no work experience.

Padmini.I (2012) in her study, It was concluded that the Human Resource in term of quality and quantity are India's biggest assets, to gear up education system through various innovative and initiatives.

Mason et al (2006) Structured, work experience has clear positive effects on the ability of graduates, firstly, to find employment within six months of graduation and, secondly, to secure employment in graduate level jobs. The latter job quality measure is also positively and significantly associated with employer involvement in degree course design and delivery...However, there is no evidence that the emphasis given by university departments to the teaching, learning and assessment of employability skills has a significant independent effect on either of the labour market outcomes considered here.

Objectives

1. To study the Skill employability awareness of UG students with reference to Gender & Dichotomy.
2. To compare the UG students of North, Central and South districts of Kashmir division on their Skill employability awareness

Methodology

The researcher selected the sample of 720 under-graduate (UG) students from various colleges of North, Central and South districts of Kashmir division with 240 students from each sub division through **Stratified random sampling**.

Analysis and Interpretation

In order to test the research and to achieve the predetermined objectives of the study, the collected data had been statistically analyzed by applying the various Statistical techniques like **'percentage statistics' 'T test' & Anova**

Results

- The study found that there is a good awareness of skill employability among the graduates in which the male having more awareness as compared to female.
- The study also revealed the more awareness of Rural students in all the three sub divisions of Kashmir because of different types of cultivations, but they failed to nourish this awareness due to the lack of main skills like career exploration skills & communication skills which the study found more in Urban students having more exposure related to all these skills.
- The study also found that awareness of skills remains un nourished due to the conflicting situations in Kashmir as the students claim that they are not able to move outside because of the various psychological phobias.

Suggestions & Recommendations

- The university students should be well equipped with professional training.
- University should improve their communication skills.
- They should consult the agencies having specialization in enhancing employability skills.
- Should have Industrial tours.
- Should enhance the confidence level of the students.
- To arrange the personality development workshops and boost the interaction between institute and industry.
- To understand the perception of employability factors and perceptions, policy makers should develop such policies which can furnish the students need.

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