

# Empowering the Employability of Pass Outs from Various Professional Institutions of Bhopal

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## Abstract

*This paper presents the conceptual framework of an ongoing research program that focuses on - A Study on Employability of Pass outs from professional Institution-with special reference to Bhopal. The paper highlights the need of empowering the employability of pass outs from various professional institutions of Bhopal. The job market today is in a changing scenario and the employers not only look for graduate with strong domain specific skills but also employability skills. This papers highlights as of why empowering employability is important along with higher education. This study investigates how far the trend in skill requirements follows market expectations. The discussion focuses on the bridge associated between institutional education and current workplace demands. The paper concludes by highlighting the complexities of evaluating generic competencies in a systematic and standardised manner.*

**Keywords:** Empower, employability, competency, graduates, and career identity.

## I. INTRODUCTION

To empower employability the awareness and implantation of learning employability skills is mandatory. Many studies undertaken after the 2008 crisis, underlined the finding that highly skilled workers were affected by the crisis less severely than their less qualified colleagues. It was widely agreed that further productivity growth (and sustainable growth generally) require a knowledge-based economy – and therefore personnel with relevant skills. It is assumed that successful modernisation of economies is directly correlated with the availability of skilled personnel, thus it's necessary to study the relevant dimensions of human capital. This can include studying the skills of those working in the research sphere and creating inventions, and those in industrial and other organisations who apply these and develop them into innovations.

Human capital is recognised as one of the most valuable resource of organisations and economies. But comparative evaluations of human capital often are limited to applying general indicators of formal qualification levels – specifically

the number of people with higher education diplomas. Even suing such metrics has required substantial efforts in assessing the comparability of qualifications across different national education and training systems the number (or the share) of people with diplomas doesn't provide precise information about the quality and content of their education. Nor do the qualifications tell us much about what skill levels are required at particular jobs, and data on outputs of the educational system will be shaped by macroeconomic and policy trends in specific regions or countries.

In the context of the European Qualifications Framework the "skills" are described as cognitive (involving the use of logical, intuitive and creative thinking) or practical (involving manual dexterity and the use of methods, materials, tools and instruments) and means the ability to apply knowledge and use know-how to complete tasks and solve problems. The city of Bhopal is always trying to create a skill based environment where graduates and aspirants are given a chance to enhance their skills and contribute towards a better economy. Government of Madhya Pradesh had organized a National Skill Workshop at Bhopal on September 1, 2010 to make ground for new policy for technical education, training and skill development in the state. Various National and Local Industry Associations, World Bank, National Skill Development Corporation representatives and various experts from the field had participated in the workshop and put forth their valuable suggestions for new policy of skill development in the state. The cabinet subcommittee for Technical Education and few other ministers have also attended the workshop.

The Various proposed strategies of the state were - Finalization of the Skill Development policy of Madhya Pradesh to speed up the skill development process. This policy will work as the basic guideline to initiate the skill mission in the state. Organizations' such as Madhya Pradesh Council of Vocational Education and Training (MPCVET), should be strengthened because it would be the key drivers of skill mission in state. It should act as a central agency to coordinate efforts for various departments like Labor, Rural Development, Industry, women and child development, Minority development, SC and ST welfare and many similar ones who keep

conducting various training programmes. To keep the Skill training programmes relevant and updated with the current industries' requirement a continuous review with industries, Industrial associations and other consulting agencies was another agenda. The interpersonal skill also known as people skills are of high necessity for graduates. These behavioral competencies such as communication skills, conflict resolution and negotiation, personal effectiveness, creative problem solving, strategic thinking, team building, influencing skills etc. should form an integral part of such skill development trainings. Skill development training should not be limited to trainees but Trainers should also be brought into this initiative. A comprehensive "Train the Trainers" programs on various skill sets should also be in place. A standardized infrastructure and human resources guidelines for all Skill Development Centers to be made mandatory.

There are various skills, professional and interpersonal, which is required by the graduates to empower the employability factor. To study and think upon the important ones is a necessity.

#### A. Career Identity

The problem faced by today's graduates irrespective of the fact that they are of the professional or technical domain is that they still are in a state of confusion. Their confusion is actually a question – What is the exact meaning of career?

"A career includes all the roles you undertake throughout your life - education, training, paid and unpaid work, family, volunteer work, leisure activities and more. In today's world the term career is seen as a continuous process of learning and development. Activities that contribute to a career can include – training, education, employment, work experience, community activities, enterprise activities, employment, different life roles, leisure activities and volunteering." Career therefore, is made up of aspects of people's lives which develop over time and include the developmental process, not just work related experiences and paid employment (CCMS 2010).

There is a new term or rather a new notion related to career – *career identity*. 'Who am I?' is the question with which graduates are struggling today. Personal identity is the concept you develop about yourself that evolves over the course of your life. This may include aspects of your life that you have no control over, such as where you grew up or the colour of your skin, as well as choices you make in life, such as how you spend your time and what you believe. You demonstrate portions of your personal identity outwardly through what you wear and how you interact with other people. You may also keep some elements your of personal identity to yourself, even when these parts of yourself are very important. Career identity acts as a cognitive compass

that motivates one to actively adapt in order to create or realise opportunities that match career aspirations (Ashforth and Fugate, 2001). Career identity is -

- The motivational component of employability (CCMS 2010).
- What skill sets, knowledge or interests do you want to use?
- What activities or interests help you feel fulfilled?
- What do you want to give to your community or work environment?

#### B. Knowledge Level

The primary purpose of tertiary education is to prepare graduates for their future career. While thousands of people would enroll for the sake of acquiring general knowledge and skills which will make them competitive on the job market, there is a portion of them who would expect to obtain the specific qualifications only for their dream job. All the contemporary occupations nowadays are task specific which makes it a necessity for workers to be able to comply with every job requirement. Once they graduate they are expected to take over all the responsibilities their job needs them to do, have the know-how, as well as the expertise to carry out all the arduous and demanding tasks.

It is beyond doubt that most of the jobs would require employees to do a lot of multi-tasking and to be capable of meeting deadlines while conducting project work. Apparently, big companies would prefer to employ a person well-equipped with all the necessary knowledge related to several positions within their range, instead of over-staffing. Notwithstanding the competitiveness among businesses, there is always a huge demand for the top notch professionals within one sector. This will be possible, only and only if universities raise their standards and provide broad education and practice for their students.

Function of university is debatable. Some people believe that it is necessarily important for university to convey knowledge and skills to graduates which are relevant to their work field later. However, others argue that university should give access to knowledge for its own choice without regarding to the impact on employer later. University immensely needs to boost graduates skill that will be matched with their future job. Knowledge must be accomplished by related skills to perform a better action in workplace. Some universities support their graduates by various skills through various ways. For instance is university internship. A dentist student cannot be a good dentist if he is just supplied by knowledge about dental problem. Yet, he needs to gain skills of how to identify and recovery dental problem through direct practice in internship. While doing practice, he will receive several skills of how to

administer treatment on dental problem supporting his future career after graduation.

## II. EMPLOYABILITY SKILLS

Education and experience may make a candidate eligible to apply for a job but, to be successful in the role they need to exhibit a mix of skills: 'employability skills'. This means that the specialist, technical skills associated with different roles may be less important than the 'soft skills' that can be transferred between different jobs and different employment sectors. For employers, getting the right people means identifying people with the right skills and qualities to fulfil the role and contribute to the organization's success. Candidates may have the qualifications and 'hard skills' needed to be able to manage the job role but, without a well-honed set of 'soft skills', employers are less inclined to hire.

### A. Personal Skills

- 1) **Initiative** - Take initiative in seeking out new responsibilities and work challenges, increasing the variety and scope of one's job (National network of business and industry associations - July 2014).
- 2) **Reliability** - It is essential to employee performance. Reliability consists of the extent to which an individual or other entity may be counted on to do what is expected of him.
- 3) **Professionalism** - It does not mean wearing a suit or carrying a briefcase; rather, it means conducting oneself with responsibility, integrity, accountability, and excellence. It means communicating effectively and appropriately and always finding a way to be productive.

### B. Organizational Skills

- 1) **Team Work** - Demonstrating the ability to work effectively with others Establish a high degree of trust and credibility with others (National network of business and industry associations - July 2014).
- 2) **Communication Skills** - Good interpersonal communication skills enable us to work more effectively in groups and teams, which may be either formal, like at work, or informally - in social situations. Interpersonal communication skills are essential to developing other key life skills. Being able to communicate well with others is often essential to solving problems that inevitably occur both in our private and professional lives.
- 3) **Planning and Organizing** - Planning and prioritizing work to manage time effectively and accomplish assigned tasks.

- 4) **Problem solving** - Demonstrating the ability to apply critical thinking skills to solve problems by generating, evaluating, and implementing solutions.
- 5) **Decision making** - Applying critical thinking skills to solve problems encountered in the workplace (National network of business and industry associations July 2014).
- 6) **Leadership** - Leadership roles are all around us, not just in a work environment. They can be applied to any situation where you are required to take the lead, professionally, socially and at home in family settings. Ideally, leaders become leaders because they have credibility, and because people want to follow them.

## III. PERSONALITY DEVELOPMENT

Personality development plays an imperative role at workplace as it decides the way an individual interacts with his fellow workers and responds to various situations. How an individual behaves at the workplace depends on his/her personality. Personality development helps in polishing and grooming individuals and makes them better and efficient resources for the organization. Personality development also reduces stress levels and teaches an individual to face even the worst situations with a smile. Personality development helps an individual to keep his personal life separate from his professional life.

## IV. CONCLUSION

Differences in opinions and views often lead to conflicts and arguments among employees. Employees with different attitudes and mind-sets find it extremely difficult to adjust with each other and work in unison. Personality development sessions motivate an individual to think positively and eventually reduce stress at the workplace. Individuals as a result of personality development tend to behave in a mature way; making the organization a much better place to work. Personality development is essential to bring a change in an individual's attitude, thinking, behaviour and mind-sets. It also strengthens the relationship among co-workers.

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