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## A STUDY ON THE LEVEL OF EMPLOYABILITY SKILLS AMONG THE ENGINEERING STUDENTS IN COIMBATORE DISTRICT

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### ABSTRACT:

The aim of the study was to study the level of employability skills for engineering college students in Coimbatore district. Education is regarded as one that contributes to social, political and cultural and economic transformation of a country. The social sector of a community, namely, health, rural development, education and employment generation has assumed great significance in the new economic regime. The sample respondents taken

from engineering College students from different institutions in and around Coimbatore district of Tamil Nadu. Analysing the expectations of the industry from the engineering students, it can be suggested engineering students should be involved in various kinds of activities throughout their programme.

**KEYWORDS:** *Employability Skills, Education, engineering students.*

### INTRODUCTION

Employability refers to a person's capability for gaining and maintaining employment. To engage or make use of the services of an individual in return for money. As such employability is affected by both supply-side and demand-side factors which are often outside of an individual's control. It is defined as "A set of achievements, understandings and personal attributes that make an individual more likely to gain employment and be successful in their chosen occupations" (Yorke and Knight)

Employability Skills can be defined as the transferable skills needed by an individual to make them 'employable'. Along with good technical understanding and subject knowledge, employers often outline a set of skills that they want from an employee. These skills are what they believe will equip the employee to carry out their role to the best of their ability. Some of the Employability skills are

#### 1. Business mindfulness (or business sharpness)

This is tied in with knowing how a business or industry functions and what really matters to an organization. Demonstrating that they have a comprehension of what the association needs to accomplish through its items and

administrations, and how it contends in its commercial center.

#### 2. Correspondence

This spreads verbal and composed correspondence, and tuning in. It's tied in with being clear, compact and centered; having the option to tailor the message for the group of spectators and tuning in to the perspectives on others.

#### 3. Collaboration

It is the capacity to oversee and delegate to other people and assume on liability. It's tied in with structure positive working connections that help everybody to accomplish objectives and business goals.

#### 4. Arrangement and influence

This is tied in with having the option to set out what they need to accomplish and how, yet additionally having the option to comprehend where the other individual is originating from so the two of them can get what they need or need and feel positive about it.

#### 5. Critical thinking

It is a capacity to adopt a sensible and logical strategy in taking care of issues and settling issues.

#### 6. Initiative

Graduates need to indicate potential to persuade groups and different associates that may work for them. It's tied in with doling out and appointing assignments well, setting due dates and driving by genuine model.

#### 7. Association

This is tied in with demonstrating that they can organize, work proficiently and beneficially, and deal with their time well.

#### 8. Capacity to work under strain

This is tied in with resisting the urge to panic in an emergency and not winding up too overpowered or pushed.

#### 9. Certainty

In the work environment they have to strike the equalization of being sure about themselves .

### OBJECTIVES OF THE STUDY

- 1) To study the employability skills for Engineering college students in Coimbatore District and
- 2) To identify the level of employability skills among Engineering college students in Coimbatore District

### REVIEW OF LITERATURE

**Anjani SrikanthKoka et al.(2015)** in their study they are investigating whether the engineering students were able to identify the attributes which the employers sought. It is found that they found difficult to pursue employment upon graduation as they lack employability skills.The study was concluded thatthe engineering institutions to get a broad view of the needs of,MNCs in terms of employability skills and in turn prepare their students so as to acquire better employability skills.Considering the fact that the global demand for soft skills haveincreased significantly, it wasnow necessary for engineering students to equip themselveswith the adequate Soft-skills besides acquiring theacademic and technical knowledge.

**Divya Shukla (2012)** the objective of theher study wasto identify the level of employability skill among the students. The differences based on the respondents' demography details and to facilitate the suggestive measure in this regard, T –test was used The study concluded that the redesigning of the university curriculum with more apprenticeship and live industry projects will facilitate the pre job training which will surely enhance the employability among the graduates.

**Gowsalya, G., & Ashok Kumar, M. (2015)** the study investigated the existing literature in the field of Employability skill prevailing in India. The focus of the literature survey was to review these employability skills like analytical skills, self-understanding, general management and work culture, leadership and problem solving ability and communication. The employability skill analyzed in this literature survey included MBA graduates, Engineering graduates as well as the University students also ranks in the employability skill of the respondents were in a need to improve the existing district.

**Chandra Mohan Singh et .al (2018)** in their paper they attempts to know the condition of the employability skills among students coming out from Chhattisgarh's engineering colleges. The subject was chosen as the sample to know the status where the HR-Manager/ Team Leader of various organizations operational in Chhattisgarh state. A close-ended questionnaire is prepared and used to know about the condition of these skills in fresh engineers. The questionnaire was filled by HR staff of organization in Chhattisgarh. Nine (9) skills so identified are the constructs for this study and under each construct, four questions were asked, the answer of which tells about the presence or absence of these skills. Questions were to answer in 5 point Likert scale, i.e. strongly agree, agree, neutral, disagree and strongly disagree. Later, the mean value of all the four questions is calculated and opinion is created for each skill separately. To test the reliability of data, Cronbach's alpha is also calculated for each construct. The outcome of this study shows that organizations are not satisfied with fresh engineers due to their skills. The study identifies these skills through literature review and later found that fresh engineers are lacking in these skills.

### Research Gap

In earlier period, much studies were carried out in employability skills, very few researches had been carried out in the area of my study. So, the present study has tried to highlight this untouched area.

### Need of the Study

The situation of employment in India is poor because fresh engineers are lacking in skills required for employment and so are unemployable. Graduates in engineering branch need several skills required for employment and continue with the organization. Various skills for employment needed and identified are communication/ technical/ numeracy/ teamwork/ creating thinking/ problem solving. Fresh engineers lack in these skills, as verified by employers. As for the condition of engineers' employability skills is concerned, no specific study is yet conducted. To improve the condition of engineers with respect to employment, data on employability skills is needed and thus this study has been conducted

### RESEARCH METHODOLOGY

The study is the result of information collected from both Primary and Secondary sources. News journals and various websites on Engineering and AICTE (the Governing Body of Technical Institutes in India) formed the source of Secondary Data.

**Sample:** Students from Engineering Colleges of Coimbatore District.

**Sample Size:** The sample size was derived using 'Judgmental Sampling' as the sampling method, keeping in mind the convenience and proximity of the researcher. 69 Engineering students were approached, out of those 50 responses were recorded.

**Data Collection Mode:** Survey through Questionnaire

**Data Analysis:** Frequency Distribution, Mean and Standard Deviation

## FREQUENCY DISTRIBUTION

**Table 1**

|               | Particulars            | Frequency | Per cent |
|---------------|------------------------|-----------|----------|
| <b>Gender</b> | Male                   | 27        | 54       |
|               | Female                 | 23        | 46       |
| <b>Age</b>    | 22 to 23 Years         | 16        | 32       |
|               | 24 - 25 Years          | 11        | 22       |
|               | Above 25 years         | 23        | 46       |
| <b>Degree</b> | Civil Engineering      | 11        | 22       |
|               | Computer Engineering   | 9         | 18       |
|               | Electrical Engineering | 7         | 14       |
|               | Mechanical Engineering | 15        | 30       |
|               | Software Engineering   | 8         | 16       |

Table 1 shows the frequency distribution of the respondents. 54 Per cent of the respondents were male and 46 per cent of the respondents were female.

32 per cent of the respondents belongs to the age group of 22 to 23 years , 22 per cent of the respondents were in the age of 24 - 25 years and 46 per cent of the respondents were in the age of above 25 years. So majority of the respondents were in the age of above 25 years.

22 per cent of the respondents were civil engineering students, 18 per cent were computer engineering students, 14 per cent were electrical engineering students, 30 per cent of the respondents were mechanical engineering students and 16 percent of the respondents were software engineering students. Majority of the respondents were mechanical engineering students.

### Interpersonal Skills

Interpersonal skills are the set of abilities enabling a person to interact positively and work effectively with others. Development of the interpersonal skills of employees is a key goal of training and development initiatives for many companies, and is considered a constructive manner in which to handle office disputes and other personnel issues. These skills include team work, active listening, responsibility, caring, leadership and motivation.

**Table. 2**

| Interpersonal skills | Mean | Std.Deviation |
|----------------------|------|---------------|
| Team work            | 2.94 | 1.45          |
| Active listening     | 3.18 | 1.27          |
| Responsibility       | 2.82 | 1.49          |
| Caring               | 2.76 | 1.46          |
| Leadership           | 2.90 | 1.43          |
| Motivation           | 2.76 | 1.45          |

**Scale: 1 = Unimportant, 2 = Somewhat Important, 3 = Important, 4 = Very Important, 5 = Extremely Important**

It is inferred from the above table that among interpersonal skills majority mean (3.18) belongs to Active listening and it was considered as important employability skill among the respondents. Other skills were considered as somewhat important skills of employability.

### Communication Skills

It is the ability to convey information to another effectively and efficiently. It helps to facilitate the sharing of information between people within a company for its commercial benefit. Some of the

important communication skills are understanding instructions, Listings, presentation skills, technical writing, creative writing and second language.

**Table 3**

| Communication Skills       | Mean | Std. Deviation |
|----------------------------|------|----------------|
| Understanding Instructions | 3.64 | 1.43           |
| Second Language            | 3.04 | 1.52           |
| Listing                    | 3.02 | 1.35           |
| Technical Writing          | 3.20 | 1.50           |
| Creative Writing           | 3.18 | 1.45           |
| Presentation Skills        | 3.56 | 1.26           |

**Scale: 1 = Unimportant, 2 = Somewhat Important, 3 = Important, 4 = Very Important, 5 = Extremely Important**

It is concluded from the mean scores that all the communication skillelements were considered as important employability skills for the respondents. Of these understanding instructions secures first place followed by presentation skills, technical writing, creative writing, second language and listing.

### Computer Skills

It is the ability to use computers and related technology efficiently, with a range of skills covering levels from elementary use to programming and advanced problem solving. It can also refer to the comfort level someone has with using computer programs and other applications that are associated with computers. Some of the skills considered for the study are knowledge of spread sheet, word processing, internet access, accounting system, presentation of graphics and database.

**Table 4**

| Computer Skills          | Mean | Std. Deviation |
|--------------------------|------|----------------|
| Spreadsheets             | 3.10 | 1.47           |
| Word Processing          | 2.28 | 1.28           |
| Internet access and use  | 4.12 | 1              |
| Accounting Systems       | 2.20 | 1.24           |
| Presentation of Graphics | 3.14 | 0.98           |
| Database                 | 3.26 | 1.31           |

**Scale: 1 = Unimportant, 2 = Somewhat Important, 3 = Important, 4 = Very Important, 5 = Extremely Important**

It is clear from the above table that internet access was considered as very important employability skills. Knowledge of database, presentation of graphics and spread sheet were considered as important and knowledge of word processing and accounting system were considered as somewhat important.

### CONCLUSION

The primary objective of the study has been to investigate and examine the level of employability skills of engineering college students and to draw an outline of conceptual research for further empirical testing. It is concluded from the above study that active listening and all the communication skills are important for the development of employability skills. With regard to computer skills internet access is considered as very important to survive in this competitive world.

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