

EMPIRICAL STUDY OF EMPLOYABILITY ASSESSMENT FOR PROFESSIONAL GRADUATES

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Abstract: The Professional Graduates take up jobs and perform a variety of functions in various industry verticals. In this study, the professional graduates were identified and studied the major sectors that to determine the percentage of professional graduates across the nation. The study basically covers the completion of full-time professional graduates. The criteria for employability are based on validation studies conducted by Aspiring Minds of institutions across different sectors. Their current graduates in various profiles were benchmarked through the flagship assessment product of AMCAT and establishing feedback through on-job performance data. These benchmarks serve as a standard for several large-sized companies across the nation. This approach presents PAN India Institutions is needed to be addressed a range of unique challenges will give a clarity on the performance and the skill possessed by the professional graduates.

Keywords: Employability Assessment Report, AMCAT (Aspiring Minds Computer adaptive Test).

INTRODUCTION

Technology is going through rapid changes that require a more skilled workforce to fulfill the needs and requirements of industry. There is a gap between graduate attributes not only their employment readiness, but also their employability skills. Employability skill is often debated with various interpretations biased toward stating that employability skill is a preparation for graduates to successfully get jobs and to develop in their careers. Graduates with employability skills and competence with technical skills are considered an asset to the employer. The human capital theory states that through social psychology perspective, “employability” is not only about shaping talent, techniques, and experience for an individual to get a job, but more toward the ability to do the work. The main goal is the critical ability, reflective to convince and upgrade an individual with the skill other than his special or technical skill. In terms of competence development, competence is defined as the ability of a person to handle and cope or complete a task or job successfully. This capacity covers the perceptual motor skills, cognitive factors, affective factors, personality traits and social skills. Using this definition as a point of departure, the notion of qualification may now be defined as employability skills that are required by the employer.

The employability of graduates varies from 2.59% in functional roles such as accounting, to 15.88% in sales related roles and 21.37% for roles in the business process outsourcing (BPO/ITeS) sector. A significant proportion of graduates,

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nearly 47%, were found not employable in any sector, given their English language and cognitive skills. For a graduation degree is considered a pathway to a job in the knowledge economy, substantive intervention at school and college level is needed to improve basic skills of Professional Graduates. Next, a renewed focus on vocational training is timely now and should be re-emphasized.

LITERATURE REVIEW

Madlani. M.B (2014)¹⁸ in his study entitled “Rural Employability: Skill Development The Need Of The Hour” The objective of the study was, to understand the meaning of employability skills, to understand the importance of skills, to review the requirements by the firm towards employability skills and to find out various methods for developing employability skills^[2]. The study aims at finding solutions to the problems confronted with the professional graduates as well as teachers. The data have been collected from the students, teachers and organizations to find out their expectations about employability and the required skills.

Development And Testing Of A Comprehensive SK Framework For The Successful Employability Of MBA Graduates^[3]. The main purpose of this study is to conceptualize and develop the Comprehensive Employability Skill Framework and to test it in verifying the existence of any perception gap regarding the most important skills for a successful employability between the groups surveyed.

Chithra. R (2013) in her study entitled Employability Skills -A Study On The Perception Of The Engineering Students And Their Prospective Employers ^[4]. The purpose of the study was to know the perception of Employers as well as the employees towards employability skills required for entry level engineering graduates in multinational software companies. It is an exploratory study. Two sets of questionnaires were developed to assess the perception of the skill set required by employers and Professional graduate students. The study reveals that there is a significant difference between the perception of students and their employers.

The criteria for employability are based on validation studies conducted by Aspiring Minds with corporations across different sectors. Their current employees in various profiles were benchmarked through our flagship assessment product, AMCAT and establishing feedback through on-job performance data. These benchmarks serve as a standard for several large-sized companies across the nation ^[5].

National Employability Enhancement Mission (NEEM)²⁵ The Union Minister of Human Resource Development, Smriti Irani in Lok Sabha said, “In this regard, a scheme has also been notified under National Employability Enhancement Mission (NEEM) to offer on the job practical training and adopted National Skill Qualification Framework (NSQF) to enhance the employability of young graduates.”The Government has set up a target to increase the Gross Enrolment Ratio (GER) in Higher Education to 30% by the end of year 2020^[6].

OBJECTIVE

Based on the research, The end result is that the professional graduate students have a moderate level of employability skills and analytical skills. The resultant of the score were found to be the lowest score and personal quality as the highest score. The significant differences between employability skills and the students' field of studies is identified flawlessly. This study is based on AMCAT (Aspiring Minds Computer adaptive Test) Tests conducted on a sample of more than 60,000 graduate students from numerous colleges across multiple states in India. The analysis is based on the performance of these students in different modules of AMCAT, India's largest and only standardized employability test.

Modules of the Test Conducted

- AMCAT is a two and half-hour adaptive test with multiple modules including aptitude, domain skills and personality assessment.
- It is India's largest employability test and is taken by more than 30,000 students every month.
- Being India's only adaptive employability test, it is used as a benchmark for hiring by several companies across India
- Modules of AMCAT

TABLE 1: AMCAT– EMPLOYABILITY ASSESSMENT MODULES

<i>AMCAT Modules</i>
I. English Comprehension
II. Quantitative Ability
III. Logical Ability
IV. Computer Programming
V. Electronics and Semiconductor Engineering
VI. Mechanical Engineering
VII. Electrical Engineering
VIII. Civil Engineering
IX. Aspiring Minds Personality Inventory (AMPI)

In the Table 1 Shows that the employability has been qualified by aspiring Minds, based on benchmarking studies conducted at various companies across different sectors. It is defined by a theoretical understanding and empirical validation of the knowledge, cognitive skills and domain expertise.

Test Results

The criteria for employability are based on validation studies conducted by Aspiring Minds with corporations across different sectors. Their current employees in various

profiles were benchmarked through the flagship assessment product, AMCAT – employability test feedback through on-job performance data. These benchmarks serve as a standard for several large-sized companies across the nation. Candidates suitable for these roles should possess basic logical and numerical ability. Personality plays quite an important role in these kind of job roles. As these roles demand regular interaction with customers of varied psyche and behavior, one needs to be not only warm, but also emotionally strong [7]. A person assigned to a role in Operations is responsible for execution and delivery at the ground level, which requires a high level of ‘conscientiousness’ and ability to work under stress (‘emotional stability’). Basic number skills are required for calculations, pricing, discounts, counting, etc. Clear communication is pre-conditional to succeed in these roles. Although English communication skill becomes very important when selling to corporations, good ability to communicate to the customer in his/her mother tongue is essential for B2C roles. Apart from these, personality also plays a vital role in driving good performance in these roles. For instance, the sales personnel should be socially confident and friendly in their dealings, influential and charismatic in persona, which correlates to the AMPI (Aspiring Minds’ Personality Inventory) traits of ‘Conscientiousness’ and ‘Agreeableness’.

TABLE 2: MODULE ATTEMPTED IS AMONG RELEVANT SKILLS FOR EMPLOYABILITY

<i>Modules Attempted</i>	<i>Campus Average Percentile</i>	<i>Campus Average (Std. Dev.)</i>	<i>National Average (Std. Dev.)</i>	<i>Difference (Campus-National)</i>
English Comprehension	5796	403(108)	475(100)	18
Quantitative Ability	1896	390(134)	495(115)	-105
Logical Ability	43%	448(79)	465(101)	-17
Computer Programming	26%	324(85)	400(116)	-76
Electronics and Semiconductor Engineering	46%	301(46)	310(80)	-9
Mechanical Engineering	17%	380(93)	450 (75)	-70
Electrical Engineering	44%	364(72)	380(103)	-16
Telecommunications Engineering	40%	309(91)	330(80)	-21
Automotive Engineering	51%	402(83)	400(80)	2
Production Engineering	4%	366(90)	463(57)	-97
Computer Science	40%	349(71)	380(125)	-31
Information Gathering and Synthesis	35%	502(137)	550(125)	-48
Total Aptitude	37%	444(90)	478(105)	-34

This Table 2 shows the adaptive employability test result of campus average, percentile, campus average (standard Deviation), National Average (standard Deviation) and Difference (Campus National) it is used as a benchmark for hiring by several companies across India.

For a study dealing with employability, it is crucial to compare the colleges across the nation since it's very well known that the quality of intake, education and outcomes varies dramatically across thousands of campuses in India.

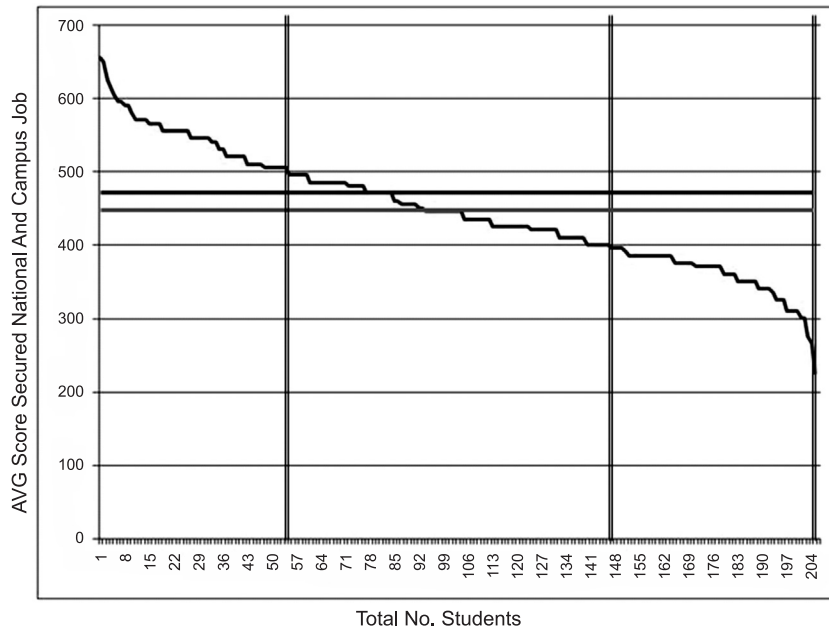


Figure 1: Verbal Reasoning Results

Graph x axis Total No. Students ... y axis AVG Score Secured National And Campus Job

Top score – 655

>55% – 54 (26%)

55%-44% – 92 (45%)

<44% – 59 (29%)

Total students – 205

National AVG (SD) – 465 (101)

Campus AVG (SD) – 448 (79)

Employabilty Modules of the Test Conducted, the result is taken for national level and campus level. For the total students is 205, Standard Deviation of National AVG is more than that of the Standard Deviation Campus AVG.

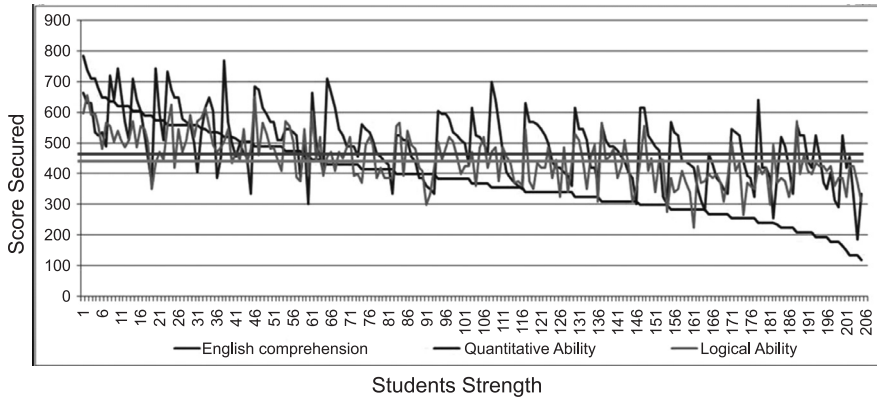


Figure 2: Aptitude Test Results

Total ELQ: > 500 = 24 (12%)

< 400 = 23 (11%)

Graph x axis stud strength ... y axis score secured: The above figure aptitude test result of English comprehension, qualitative ability, Logical ability, the national campus evolved out of more than equal to 500 students 24 students eligible compare to campus AVG.

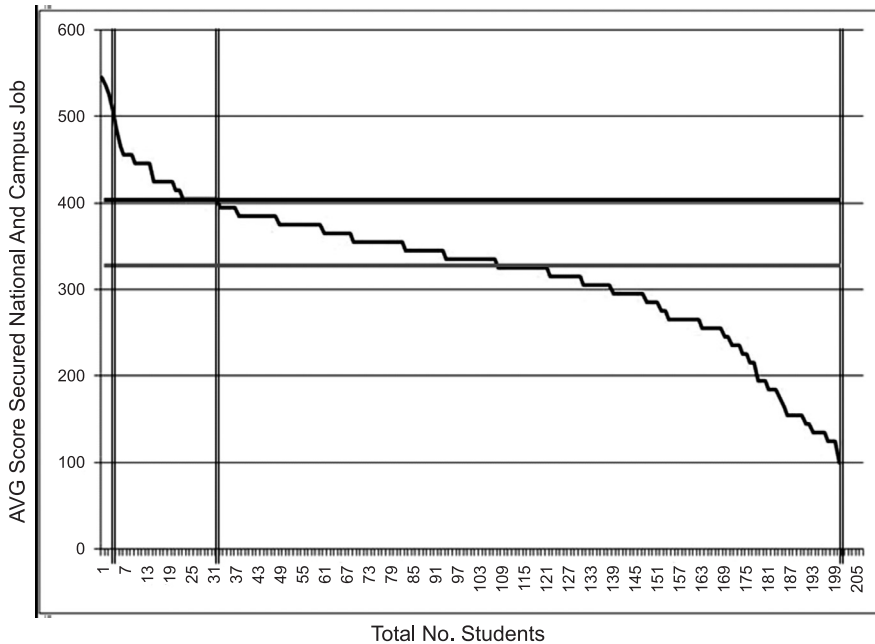


Figure 3: Computer Programing

Graph x axis Total No. Students ... y axis AVG Score Secured National And Campus Job

Top score – 625

>55% – 9 (4%)

55%-44% – 45 (22%)

<44% – 126 (61%)

Total students – 205

National AVG (SD) – 400 (116)

Campus AVG (SD) – 324 (85)

Employability Modules of the Test Conducted, the result is taken for national level and campus level. For the total students is 205, Standard Deviation of National AVG is more than that of the Standard Deviation Campus AVG.

Computer programming Test Sections: The test contains the following sections

- Structure and constructs of Computer Programs
- Data-structures and basics algorithms
- Object Oriented Programming Concepts

Electronics and Semiconductor Engineering Test Section

- Analog Electronics
 - Basic Components, their operations and Circuit Analysis
 - Active Components, Large, Small Signal and Circuit Analysis
 - Frequency domain and time domain analysis of systems, Feedback and Stability
 - Op amp based circuits and analysis
- Digital Electronics
 - Boolean Algebra, Minimization of Boolean Functions
 - Implementation and Analysis of logic gates
 - Sequential blocks - flip-flops and latches
 - Digital Circuits and Blocks
 - State Machines and design of Complex sequential circuits

Mechanical Engineering Test Section

- The test has the following sections:
 - Manufacturing Science
 - Thermodynamics & IC Engines
 - Fluid and Machine Mechanics

Campus Job Match Table

The table on the following page presents a brief summary of the above observations and explanations:

TABLE 2: CAMPUS JOB MATCH DETAILS

<i>Type of Company</i>	<i>Percentage of Students Eligible</i>
IT Services	30.7%
IT Products	0%
Electronics & Semiconductor	6.5%
ITeS and BPO	66.3%
Hardware and Networking	62.4%
KPO/Analyst	17.1%
Automobile/Manufacturing Industry	15.2%
Telecom	13.2%
Software Quality	9.5%
Civil Design & Construction	0%
Electrical/Energy & Power	8.3%

In the above table, with regard to employability distribution among campuses, there is a wide variation of percentage of eligible students. The employability in this sector is 30.7%, which is higher than both IT Operations. This is as per expected lines, since the ITeS and BPO sectors don't require very basic skills. ITeS/BPO roles demand good spoken English skills for day-to-day conversations with customers and colleagues, and basic logical skills to understand the problems detailed dealt with customers and to effectively overcome them.

CONCLUSION

AMCAT tests conducted on the sample of more than graduation students from numerous colleges across multiple states in India. The analysis and findings of this report are based on the performance of these students in different modules of AMCAT, PAN india institute is largest and only standardized employability test. The modules are adaptive and their scoring is based on item response theory, a globally recognized statistical technique for assessing high stake exams. The test was conducted under a proctored and credible environment ensured by Aspiring Minds.

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