

SKILLS EXPECTED AMONG THE FRESH GRADUATES BY THE RECRUITERS OF MANUFACTURING AND SERVICE INDUSTRY IN PRIVATE SECTOR IN TAMIL NADU

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ABSTRACT:

A important element in landing a job is education. It is a difficult challenge for all students to transition from the level of a student to the level of an employee. Many pupils struggle to acquire the admittance, while a select number are successful simply. There are several reasons why a person could be unable to go on to the next level. Skills for employment are a significant factor. Employability is envisioned as a type of job-specific ability that enables workers to recognize and seize career chances. Confusion arises as a result of the variety of definitions that exist and the employability skill scenarios in which they are applied. The phrases "hard talents" and "soft skills" have evolved over time to describe the qualities and abilities required for success in managerial roles. Interpersonal, communication, listening, self-development, interaction, leadership, and organizational abilities are the main categories for classifying soft skills. Numerous authors have written about the skill sets needed by individuals in various job environments. Job, aptitude, soft, and technical skills (JAST) are the four main skills that the researcher identified and focused on for this study. The researcher has selected the key topics and their relevance to the current study on the basis of the various reviews. The failure to pass the interview is due to a combination of employability skills, including job skills, aptitude skills, soft skills, and technical skills, in addition to the candidates' lack of academic preparation. Employers in both the manufacturing and service industries do not need the same set of abilities from recent graduates.

The study's objectives included measuring the level of expectations for employability skills among recruiters in the manufacturing and service sectors, as well as estimating the employability skills that recent graduates actually possessed in the eyes of those recruiters. According to both manufacturing and service sector recruiters, recent graduates exhibit these qualities. For his investigation, the researcher has employed an exploratory research design. For this study, secondary data were both gathered and utilised. through the 25 subskills into four dimensions: job (eight skills), aptitude (six skills), soft (nine skills), and technical (two skills) (JAST).

KEY WORDS: EMPLOYABELITY, HARD TALENT, SOFT SKILLS, INTERACTION, LEADERSHIP, JAST,

INTRODUCTION:

For a person to succeed in life, education is crucial. Through education, students gain knowledge and skills that will enable them to live their lives to the fullest potential and to position themselves

for job advancement. Education is primarily intended to educate people and qualify them to work in the economy. One of the most important criteria for landing a job is education. For all students, the transition from the level of a student to the level of an employee is a difficult undertaking. Many students struggle to gain admittance, whereas a select handful do so easily. There are numerous factors that can prevent someone from progressing to the next stage. Lack of employability skills is one of the main causes. Employability is viewed as a type of job-specific skill that enables workers to recognize and take advantage of professional chances. As a result, employability makes switching jobs within and between organizations easier. Although employability skills do not guarantee actual work, it is believed that they increase a person's chances of doing so. A person is employable to the extent that they can successfully meet the needs of the workplace. Every college graduate hopes to find employment, launch their own business, pursue more education, and establish themselves in society. Any student can accomplish this aim if they have three key things. They acquire subject information from the college through books, lectures, seminars, presentations, the internet, etc. Aptitude, employability, soft skills, and technical talents are essentially required when it comes to skills. When it comes to attitude, behavioral and personality qualities are important. The elements that affect an individual's employability include their knowledge, skills, and attitude (KSAs), how they are presented, and the conditions around their employment. To properly understand how e-recruitment is replacing human interaction in the process, it is necessary to analyse the effect of the Covid-19 Pandemic inference on the hiring process. The investigation's goal is to determine how the Covid-19 Pandemic has affected hiring practices for personnel working for Noida, Uttar Pradesh-based information technology (IT) organizations, specifically E-recruitment. An ability or capacity to perform complex activities, tasks, or jobs involving ideas, things, or people can be defined as something that has been acquired via systematic, deliberate, and ongoing effort. Additionally, young people must develop a variety of cognitive and learning capabilities as well as their own distinctive traits. The employability and learning of young people can both be greatly enhanced by developing these skills and attitudes. Possessing the talents necessary to succeed in work is what is meant by being employable. Workers need to possess a set of skills, knowledge, and traits known as employability in order to succeed at work and benefit themselves, their employers, and the overall economy. The origins of talent are knowledge, aptitude, and application of one's talent.

OBJECTIVE:

1. To determine the qualifications that are being considered by industry people
2. To recognize the abilities that industry recruiters look for
3. To determine whether recent graduates genuinely possess the employability abilities that industry recruiters believe they possess.
4. To determine the actual abilities to be posed for employment.
5. To classify the abilities that hiring managers in the sector seek.

REVIEW OF LITERATURE:

ASHRAF AND AHMED (2022) - "Approaches to Quality Education in Tertiary Sector: An Empirical Study Using PLS-SEM". Identified a novel quality assurance module in higher

education institutes incorporating three input components “quality teachers, students, and staff”, the process component “quality program”, and the product component “quality education”. The study was conducted in the Schools of Business and the Schools of Engineering Sciences, which are mostly common in most of the private universities in Bangladesh with the help of the questionnaire based on the quality education indicators. The results indicated the positive and significant impacts of quality teachers, students and staff on both quality program and quality education.

NATARAJU AND WARRIER (2021) - “A Systematic literature review of the factors affecting the Quality of Technical Education in India.” He investigated the factors influencing the quality of technical education in India. The study was conducted with the help of semi structured interview of policy makers and senior officials in the academic sector. The study pointed that the factors like infrastructure, teaching process and Industry-Institute Interaction significantly affects the students’ achievement and employability in technical education. The study further envisaged the role of NEP 2020 in the holistic development of the students.

AV AND AITHAL [2018] – “Employability Skill Traits Management Quotient” To pursue a successful career in the highly competitive and technology driven and global business scenario requires high dream and high level of professionalism. Apart from the general competencies high degree of common sense, domain knowledge, technical knowledge, functional knowledge is also required to maintain a position in the current competitive world of career.

ABRAHAM [2017] – “Spiritual Intelligence and Employability Skills–An Empirical Study Among Business School Students.”

There was a tremendous growth of management institutions in the country and it is good as it helps build capacity in the area of management. Concepts and work experience were the index of employability earlier but now the functional and people skills became the indicators for fitting in to the corporate world. The candidate should have the skills and will to face and succeed turbulent, complex and highly competitive world of management. The study recommends spiritual intelligence as criteria to happy and successful career. This refers to finding meaning and purpose of life creating good relation with colleagues and emphasising the full potential of ever work force etc.

GOWSALYA et al., (2016) – “A Study on Identification of the Employability Skills Level among Arts and Science College Students in Namakkal District, Tamil Nadu.” He found the relationship between the employability of the arts and science graduates. The pupils' proficiency in the ten designated skills was examined. The findings showed that the pupils lacked knowledge of the employability abilities needed to get work. The communication and problem-solving abilities of undergraduates were found to be lacking. It was determined using structural equation modeling that there was no association between the graduates' competence level and the educational level of their parents.

RUCHI & EKTA (2016) - ‘An Investigation into the Expectations of the Recruiters and the Preparedness of the Management Graduates for Effective On-Job Performance’. He examined the nine skills that were identified as crucial for young management graduates: topical

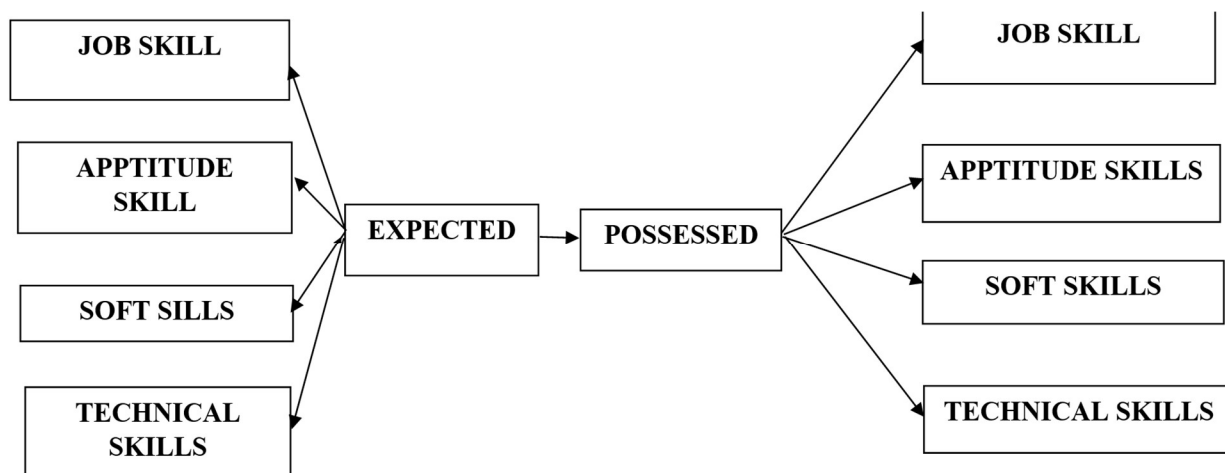
knowledge, communication, originality, leadership skills, analytical approach, group behaviour, body language, fluency, and initiative. Also stressed on self-awareness for the final year management graduates on the set of abilities regarded crucial for effective on-the-job performance of new management recruits across a range of industries—from manufacturing to services.

AKANSHI & GUPTA 2016 - ‘A research paper on the Employees Attitude towards organizational Change’. When it comes to the technical components of new ideas, employee attitudes and specific blind spots are typically the causes of resistance. To address these employee attitudes positively, management should take decisive action. An organization must instil a new mission and a new sense of hope in its employees before starting the organizational change process. The opportunity exists for the individual with a positive attitude to advance the company.

MARTIN et al 2014 - ‘Employment Social Skills’ The most commonly taught skills were not the ones that were considered to be the most crucial. The difference between what is expected and what is really possessed is mostly due to this study.

KELEBOGILE (2014) - ‘Perceptions on employability skills necessary to enhance human resource management graduates prospects of securing a relevant place in the labour market’. He has discovered that generic or soft skills are more important for job success and job happiness. Teamwork, communication, analytical and critical thinking, and computer abilities are among desirable talents that employers anticipate in the workplace, according to the study's findings.

CONCEPTUAL MODEL:



Four independent variables, including job skills, aptitude skills, soft skills, and technical skills, make up the study's framework. According to (Kevin et al. 2011), there are differences in the classification of employability skills, and there is a broad understanding of what qualities, characteristics, skills, and knowledge constitute employability skills both generally and specifically expected and possessed from graduates in various industries. Most companies have certain abilities they're looking for. (Harvey and coworkers, 1997; Little, 2001; Lees, 2002)

RESEARCH GAP:

- Finding work on the labor market is not difficult for qualified candidates.
- Businesses generally try to locate the right person to fill unfilled positions.

- Every year, a sizable number of recent college graduates enter the job market, yet it continues to be difficult for employers to fill open positions and for job seekers to find employment.
- Not for lack of education, but rather for a lack of employability skills, many students find it difficult to launch their careers.
- Serious worries have been raised about a growing "broad gap" between graduates' abilities and skills and the needs and expectations of the workplace in a society that is becoming more mobile and globalized. In the areas of employment, recruitment, skills, etc., there have been numerous past studies.
- They have identified the causes of the disparity in diverse skill sets. Particularly, there is a major mismatch between the candidates' skill sets and what is needed.
- The gaps between the products produced by today's schools and universities and the industry requirements are here, along with the talents held while recruiting and the skills expected by the organizations that are appropriate for their type of work.
- Additionally, the researcher has found that e-learning is a viable delivery technique for teaching soft skills.
- Top, middle, and bottom tier employees all favor individuals with technical and job-related skills.
- To increase the students' employability abilities, the institutions might also focus on the three pillars of infrastructure, faculty, and student quality.

RESEARCH METHODOLOGY

RESEARCH DESIGN:

The study being designed on exploratory research design constituting the data is being considered with secondary options around being circulated along with research articles , different thesis , with live examples being held along with The researcher has investigated the topic in an effort to obtain a deeper knowledge, starting with a broad concept and using the research tool to pinpoint the problems that might be the subject of additional investigation.

SAMPLING DESIGN:

POPULATION:

The population of the study was represented by “Skills expected among the fresh graduates by the recruiters of manufacturing and service industry in private sector in Tamil Nadu”.

SAMPLING UNIT:

The sampling unit for “Skills expected among the fresh graduates by the recruiters of manufacturing and services industry in private sector in Tamil Nadu” is sampling unit.

DATA COLLECTION:

DATA COLLECTION PLAN:

I have used primary and secondary data for my research.

PRIMARY DATA:

I have collected the primary data using questionnaire.

SECONDARY DATA:

I have collected the secondary data using Journal, Newspaper and College library.

TOOLS USED FOR DATA ANALYSIS:

In my research collected data will be coded based on SPSS 2.0

FINDINGS:

- Although recruiters favour management degrees, practically all streams are given preference.
- The primary source of hiring is advertising.
- Among the various steps, the HR / personal interview is the one that makes the final decision.
- Employers value job skills over other types of abilities.
- For industrial recruiters, calculation skill is the most important distinction between expected and real aptitude skills, whereas for service recruiters, decision-making is the most important difference.
- The ability to participate in a group conversation is the main distinction between manufacturing recruiters and service industry recruiters in terms of expectations and job skill possession.
- For recruiters in the industrial and service industries, topic knowledge significantly impacts expectations and actual technical skill possession.
- Subject knowledge among industrial recruiters has a significant discrepancy between expectation and possession among total competencies.
- Expectations for aptitude abilities and soft skills range significantly. While, with regard to manufacturing industry recruiters, gender has no bearing on expectations for job abilities and technical skills, as well as the holding of JAST.
- There is no difference between the genders in terms of the possession of aptitude skills, job skills, soft skills, and technical skills, but there is a considerable variation in the expectations of JAST skills among recruiters of the service industries.
- The demands placed on soft skills, job skills, and aptitude abilities are all very different from one another. The age of manufacturing industry recruiters has no bearing on the rest of the desired and existing talents.
- The possession of technical, soft, and job skills differs significantly from aptitude skills. The JAST abilities that recruiters in the service industry are looking for are not influenced by age.
- Soft skills, work skills, aptitude skills, and the possession of those talents are all expected to differ significantly from one another. The rest of the desired and actual talents are unaffected by the manufacturing recruiters' level of training.

SUGESTIONS:

- Based on the research's findings, the researcher concluded that there is a gap in both job skills and soft skills for both manufacturing and service industry recruiters, but not much of one for recruiters in the manufacturing sector in terms of technical skills. However, there is a gap in job skills for recruiters in the service sector, and there is a gap in soft skills for both manufacturing and service sector recruiters in terms of both job skills and soft skills.
- Basic communication skills are relevant to the business context include both written and oral skills such as preparing power point presentation, drafting reports, drafting proposal, etc. the ability to initiate discussions, address a conference, or organizing meeting are a few prerequisites of corporate life.
- The researcher strongly advises decision-makers in the education sector to focus on the three pillars of student, faculty, and infrastructure quality in order to increase students' employability skills. This includes not only incorporating soft skills into the curriculum across all types of streams to meet corporate expectations, but also on each of the three pillars individually.
- It is also suggested that there are so many online courses available to update the knowledge and skills.
- Many professional courses like engineering and management have included sessions on soft skills at the graduate and postgraduate levels.

FUTURE RESEARCH:

In this research study, the researcher has focused on what recruiters in the manufacturing and service industries anticipate from the private sector. With the help of the IT sectors, there is a ton of room to expand the research; using this standardized tool, the study can be done in many places. Comparisons between the public and private sectors as well as between various districts or areas are possible.

CONCLUSION:

The report highlights significant difficulties faced by private sector hiring managers in the manufacturing and service sectors. The expectation of skills and actual skill possession among recent grads differ significantly. In keeping with earlier study by numerous academics, it is well recognized that among recent graduates, there is a discrepancy between expectations and actual skill possession. To discover and close the gap between expectations and skill possession, study objectives were formulated based on the research questions posed by the researcher. Their lack of soft skills is evident during the recruitment process for candidates. Therefore, with the aid of this study, candidates can focus on the crucial abilities according to their selected industry. Candidates should be aware of the significance of the qualifications demanded by hiring managers in both the manufacturing and service sectors in order to land a position and remain with the organization. There is a substantial gap between the technical skills required of the applicants and the technical skills actually possessed by the candidates, the candidates are expected to expand their subject-specific and technical knowledge. Out of the 25 skills taken into account in this research, the

researcher strongly concludes that the fresh graduates must possess six key abilities (decision making, calculation, group discussion, communication, presenting skill, and subject knowledge).

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