



Perspectives On Employability Skills from the Point of View of A College Students

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Abstract - India has a great potential of youth as a considerable section of people are educated, although not formally employed, and are prepared to enter the labour force. In today's competitive job market, it is not enough to have just educational qualifications. The true challenge is imparting methods to shorten the time frames that separate education and work in life education context. This research aims to investigate how important employability skills have become and which soft skills make graduates job ready. A survey that was exploratory in nature was done on 100 college students of the city Hyderabad, the sample was diverse yet academically homogeneous. The survey employed a semi-structured questionnaire that reported employability skills such as communication, leadership, time management, problem solving, teamwork, creativity and self-management. Through factor analysis and multiple regression analysis, we tested the effects of the different soft skills with overall employability, which were the variables. Researchers discovered a significant positive relationship between people's levels of employability and their levels of core skills (Listening, Learning, Computer literacy, Logical reasoning, Team work, Work ethics and Organizational thinking). The findings of this research underline the pressing need for the HEIs to include structured training sessions / workshops on skill development as per current industry requirements. This research presents a novel contribution because it not only predicts the essential employability skills but also gradually forecasts the impact of structured skill building approaches on increasing student's career readiness which has not been studied in the past.

Keywords - Employability Skills, Soft Skills, College Students, Factor Analysis, Skill Development, Time Management, Communication, Leadership, Industry Readiness, Higher Education, Hyderabad.

I. Introduction

The rapidly increasing population and growing economy in India has become a cause of concern for employers as there is a serious lack of skilled employable people in all disciplines. In a time when academic qualifications including university degrees are not the only requirements for employment, employability skills combination of soft skills, cognitive skills and industry-related skills are the new currency of today's employment market. It suggests that simply having technical knowledge may not guarantee you getting and keeping your job in current times.



In India, there is an increase in employability opportunities for both men and women. The Indian Skill Survey found that men and women have similar skills. And a growing number of men and women have the same employability skills. Notably, Telangana, Rajasthan, and Delhi are becoming fast reservoirs of female talent. Maharashtra also has the highest overall employability in the country. This is closely followed by Tamil Nadu, Uttar Pradesh, Andhra Pradesh and Karnataka. Hyderabad has emerged as the second most employable city in India, after Mumbai, among cities. This reflects the rising significance of Hyderabad as a hub for skilled graduates and professionals.

India Skills Report 2019–2020 is also indicative of this trend. In 2019, the employability rate of students was 46.21 per cent, which means almost half of the students who graduated that year were considered fit for the workforce. Though this number is a marginal improvement from 33 per cent in 2014, it was still a dip from 47.38 per cent in 2018. Thus, the changes indicate an exciting but highly unequal growth of skills among different student groups.

Table 1: Indian skill report 2020

Year	Employability Percentage
2019-2020	46.12
2018-2019	47.38
2017-2018	45.60
2016-2017	40.44

Source: (Indian skill report 2020)

The rankings of schools like Massachusetts Institute of Technology, Stanford, and Harvard signify the significance of employability at the global level. Indian institutes like the Indian Institute of Technology may steadily rise the global charts but it will be domestic institutions that will need to focus on churning out multi-faceted, all-round students that are not just good at academics, and can think on their feet but also communicate and have a certain level of competence.

Table 2: Graduate employability ranking 2014(on the year 2020)

Rank	Name of the Institution	Country
1	Massachusetts Institute of Technology	USA
2	Stanford University	USA



3	University of California, Los Angeles	USA
4	The University of Sydney	Australia
5	Harvard University	USA
111	Indian Institute Technology	India

Source: (www.qschina.cn)

It is of great significance to study employability through the perspective of the students of the Hyderabad city of Telangana state. The city is educational and industrial. There is a need to research students' perception of their own employability, relatively importance of different skills, and their development in the class environment. The aim of the study is to learn more about these perspectives. The study would add to the understanding of the skill formation and employability. Therefore, both these conceptualized and lived by soon-to-be leaders of India's employment.

Statement of the Problem

The education sector and the labour market are becoming increasingly distanced from one another in assigned roles. The gap between what is taught and what is expected is widening. Many freshers are clueless about what the world expects from them despite many jobs being available for college students. This disparity reveals a fundamental issue: there are not only too few jobs but what higher education produces is not in line with what employers in the market are looking for.

In general, colleges and universities do a pretty poor job of teaching certain employability skills communication, flexibility, the ability to work collaboratively and multi-perspective analysis and a commitment to professional ethical standards, that are necessary to find and keep work. Although these places might make you aware of them theoretically. There are a number of external factors that may further complicate matters, such as the economy, industry requirements, work demands, changes in jobs, and so on that may impact employability, over and above the individual.

To explore the extent to which mobility improves the employability skills of students in Hyderabad. The objective of this study is to understand the challenges and expectations of students of different faculties regarding their major subject. Insights into how these students think can give educators, policymakers and employers hope for bridging the divide between education and work to equip graduates to not only survive but thrive in an ever-competitive world of work.

Table 3: Determinants of employability skills – multiple regression analysis



Variables	Regression coefficient	Standard error	t value
Age	-0.0001	0.0002	0.2818
Gender	0.0003	0.0003	0.1676
Nativity	0.0002	0.0003	0.2649
Course of study	0.0008	0.0003	0.0113
Communication skills	0.0845**	0.0000	0.0000
Listening skills	0.0564**	0.0000	0.0000
Learning skills	0.0563**	0.0000	0.0000
Basic literacy and numerical skills	0.0563**	0.0000	0.0000
Time management	0.0704**	0.0000	0.0000
Creativity	0.0422**	0.0000	0.0000
Computer skills	0.0986**	0.0000	0.0000
Organization thinking skills	0.0704**	0.0000	0.0000
Teamwork skills	0.0564**	0.0000	0.0000
Problem-solving skills	0.0845**	0.0000	0.0000
Work ethics	0.0422**	0.0000	0.0000
Leadership skills	0.0845**	0.0000	0.0000



Management skills	0.0564**	0.0000	0.0000
Self-management	0.1408**	0.0000	0.0000

Source: (Collected and computed through the questionnaire). *Significant at five per cent level, **Significant at one per cent level

Research Objectives

The purpose of this study is to study and analyze the employment situation of future college students. The main objectives which the study seeks to achieve are.

- The profile of the students (on demographic basis for instance age, sex and prior academic qualifications and the subject studied indicates how it would have an impact on the perception of the students on the importance of employability skills.
- To determine what extent of employability skills and type of employability skills is required by the students in college with a focus on a few important skills such as communication, teamwork, problem solving, adaptability and digital literacy.
- To collect students' views and suggestions on how the frameworks by academic institutions, industry engagement and civil society can more effectively foster and enhance employability skill attainment amid a fast-evolving labour market.

II. Literature Review

This is the topic in the limelight even with the changing scenario of higher education and employability. Their correspondence still is an issue. Several studies have analysed this relationship, contributing to the way at which employability skills are understood and taught to university students and employers.

According to a study by Fajaryati et al. (2020), employability skill should be taught as part of the education curriculum. As per their studies, the competencies (communication, teamwork, problem-solving, and technical knowledge) are the most desired by the employers and also crucial to succeed in one's future job. The writers suggest that the skills be taught in an interdisciplinary way. They also urge teachers to find ways and means to integrate the skills in their classroom teaching instead of teaching the competencies in isolation in separate modules.

There is a clear gap between students' and employers' expectations, Chowdhury and Miah, (2019) in respect of the entry level marketing and sales positions. Employers and pupils have a difference in opinion on how important the following four factors are: "planning," "professionalism," "work experience," and "mastery of the subject": the former group focuses on these more, with the exception of a "mastery of the subject." This difference further underlines the need for greater dialogue and interaction between the academia and industry to produce job-ready graduates.

Fraser et al. (2019) studied vocational education and training (VET) where its researchers highlighted the need of preparing learners for the world of work.



According to the findings, it is through the educator's explicit (structured learning) and implicit (hidden curriculum) actions that employability is developed. The study urges institutions to proactively enhance employment capability through all aspects of their delivery and operations.

Subbu and Rajeshkaran (2018) analysed the literature to identify all possible employability models and expectations in the world of work. Their research suggested that giving students employment-related skills through education is challenging and that it is beneficial for employers to become involved with such training.

Gowsalya and Elavarasan (2018) studied graduates' perception on employability competencies related to information technology. There is a gap between students' understanding of industry requirements and the lack of implementation in the education sector. They argued for a teaching method which will explicitly teach employability as a subject and embed it in daily classroom practice so that students "know," "own" and "show" these competencies.

Vanitha and Jaganathan (2018) focused on the acute skill under supply as one of important hurdles in Indian labour market, which was hindrances for the sustained growth of economy of the country. An investigation conducted by the Association of Graduate Recruiters (AGR) indicated that there is a continuous demand by employers for graduates who exhibit a significant number of employability skills and that these remain important in a global competitive market place. The research.

Students should have both hard and soft skills for lasting success in their profession. According to a study performed by Bassou and Jason (2016), employers and university faculty were compared regarding HRD. According to the study based on ANOVA two groups differed significantly with regard to the evaluation of 16 out of the 18 employability attributes as communication and technological competency were accepted by all. The outcome is that although some consonance exists, it also indicates that the contacts between the academic and the expert in the industry can be made more coherent.

III. Methodology

Research Methodology

The research aimed to study and analyze the perceptions of the college students of the Hyderabad city towards employability skills through descriptive research method. The researchers employed both primary and secondary data sources to gain an overall perspective of the topic.

Data Collection Procedure

The researchers used both soft and hard copies of a semi-structured questionnaire. Moreover, the hard copies were distributed among students of selected Hyderabad based colleges. Further, soft copies were sent to known respondents to avail of the wider reach.



This combination allowed the researcher to attain varied student perspectives and yet keep the methods flexible.

A hundred students from various colleges in Hyderabad are randomly selected for the sample space. This number was thought to be sufficient to have some initial indications of awareness, preparation and attitudes of students towards employability-related skills.

Questionnaire items were developed using a standardized scale to assure the uniformity and reliability of the responses. The survey featured a total of thirty-seven questions, covering five areas related to employability skills. These skills included communication, problem solving, adaptability, team work and self management.

Data Analysis Tools

The Statistical Package for the Social Sciences (SPSS) software received the coded responses from the participants. The subsequent statistical methods were used to analyze the data.

- Percentage analysis refers to understanding the distribution and frequency of the respondents over the variable.
- The skills that had the greatest impact on students' perception of employability as shown by multiple regression analysis.

Reliability Check – Cronbach's Alpha

Reliability analysis was conducted using Cronbach's Alpha to ascertain internal consistency. Ogbonna (2001) reported that 0.70 and above is an acceptable reliability coefficient. In this research, all constructs being used exceeded the threshold standard of 0.6, which meant that the instrument was sufficiently robust. Hence, all the 37 items under the five constructs were retained for analysis.

Table 4: Cronbach's alpha of constructs reliability statistics

Cronbach's alpha	No. of items
0.915	37

Source: (Collected and computed through questionnaire)

Limitations of the Study

When reading, proposal writing, score to take account of price distortion maybe especially in what you are told by lips of others whereas the estimate independent takes account of the distorting effect of price distortion so the assessment is about the distorting effects of price distortion. The research surveyed a limited number of Hyderabad students in selected colleges. Thus, it may not be indicative of the diverse academic, socio-economic, and cultural composition of the overall student community of the region or the state.



Another limitation of this study was the small sample size which limited the generalisability and depth of the finding. The low number of responses may have been due to institutional policies, test schedules, and student availability issues.

The questionnaire had its own problems this one too. The authorisation process ended up taking months and was usually frustrating. Despite these difficulties, the researcher was able to draw on personal and academic contacts with staff and students and successfully gather data.

Certainly, the data may not be completely objective as it is self-reported in structured questionnaires and so may be subject to bias or social desirability. Further research can overcome these constraints by increasing sample size and type of institution, and further analyze students' perspectives of employability skills using mixed methods.

Analysis and Interpretation

This research uses a percentage method and regression on the college students of Hyderabad city regarding their opinion on employability skills. The findings reveal subtle differences in demographic distribution, academic background and core competencies, influencing employability in the evolving job market.

Demographic Profile of Respondents

According to analysis of demographic information the sample got skewed with respondents making more to the 18-20 years age group which is the mean age of UG students in India. The gender ratio includes 63% male respondents and 37% female respondents, which indicates that the survey is taken by more male than female are respondents. Two-thirds of the students comes from rural background while the other third-one comes from urban area though this definitely indicates hind sight of students who never had let out their eyes through urban living.

So far, 42 percent of the sampled Arts students, 32 percent Engineering students, 26 percent Science students have been observed in terms of stream, which makes for a good balance of disciplines to allow us to examine the findings in some detail.

Table 5: Demographic profiles

S. No.	Personal factor	Parameter	Frequency	Percentage
1	Age	18-20	57	57
		21-23	43	43
		Total	100	100
2	Gender	Male	63	63
		Female	37	37



		Total	100	100
3	Nativity	Urban	34	34
		Rural	66	66
		Total	100	100
4	Course of study	Arts	42	42
		Science	26	26
		Engineering	32	32
		Total	100	100

Source: (Collected and computed through questionnaire)

Regression-Based Interpretation of Employability Skills

The findings of the regression analysis ($R^2=0.1000$) interestingly revealed that employability is positively related to the soft skill development done by students.

- Help improve your communication skills.
- Good communication skills help you get a job as well. It means less stress, better performance, and more compatibility among peers. People who can express their views clearly are better prepared for work, in general.
- Listening carefully to others.
- You can't have one without the other. Employability is greater when a person listens to others in an authentic manner.
- Various Learning Options.
- A quick learning ability, meaning the immediate capacity to utilize the surroundings and resources at hand predicts career success to a large extent. Students who possess the ability to learn effectively are likely to develop useful strategies in their career.
- Basic literacy and numeracy skills.
- These days, almost every individual throughout the world needs to have at least some command over English and use of... In other words, it is looking for job specifications that do not require IT, or IT, computing skills for any job.
- Working with other people.
- Most jobs these days require a person to be able to work with others. The effects of student teamwork and performance can improve student employability and student collaboration.
- Innovation ideas
- This information was helpful to us in rewriting with the help of paraphrasing website. The creators and workers are once again considered essential – the carriers of ideas.



- Familiarity with computer programs
- These days, a basic knowledge of computers is required to get a job. In the modern world of technology together with a computer-dominated work culture, digital literacy is an important factor for job employment nowadays.
- Recognizing the Significance of Organizational Culture
- Students who had at least a cursory acquaintance with the workings of the workplace and what was expected of them, were more likely to be job-ready. To make the right choices about the information, think and analyze critically.
- Time management.
- Credit, in a workplace, goes to all the prioritization tasks Students who are aware of the value of time can perform well under pressure and are employable.
- Skills to Solve Problems.
- It is often quite difficult to get good advice about problems at hand. According to research, one key attribute associated with employability is problem solving. (14 words)
- People Who Have Positive Work Values.
- Honesty, punctuality, discipline and positivity are greatly valued in a workplace environment. Acting ethically creates trust and improves earning potential over the long-term.
- Traits of Leadership.
- Future-ready students engage and show leadership potential in all settings. Data also show that leadership is an employability characteristic.
- Employment qualities also include good management skills. If you know how to manage your own work or that of another, you possess one of the qualities that can make you employable in a job that requires a bit of juggling.

Being in charge of what you do, how you work, and how you express your feelings is self-management. It is not difficult to make a difference within your comfort zone.

Findings, Suggestion, and Conclusion

Findings

The study involved was exclusively that of the first author. It presents the perceptions and attitudes towards employability skills of higher education students in Hyderabad. More advanced regression analysis also determined that many different core skills saw positive effect of the generation and development of employability skills. Most students who have already successfully clawed their way up, do so.

- Students with a greater awareness of employability pay more attention, listen more attentively and are often more willing to accept criticism.
- The use of logical thinking and use of fast problem-solving method have significant and positive relation with employability readiness.
- A student with a spirit of employability is capable of managing his/her academic demands along with his/her personal commitment.
- Creativity and computer skills show that these applicants are flexible and use digital platforms to make it easier.
- Interdependent peer-support, collaboration and taking charge are even more pronounced in students with greater employability in this respect. (25 words)



- The dogs bark with greater employability awareness are also likely to be disciplined, responsible and intrinsically motivated in academic and non-academic tasks.
- Among students, there is a keen desire to work with one another (among more specific approaches, in that of team learning), which further serves to validate the importance of social and emotional skills in employability model.
- Suggestions
- Considering the findings, the essential stakeholders of education can be given the following recommendations.
- Colleges must arrange employability skills for the curriculum and integrate soft skills and life skills training to students with the syllabus. This should be more of application-based.
- Encouraging experiential learning in learners can be initiated with group projects, internships, leadership camps, case-based learning and so on. It will help develop their ability to work together to solve practical problems.
- In response to the rising popularity and growing demand for digital literacy, short-term certification courses on basic and advanced computer applications may be made available for all streams.
- Peer-Led Learning Models: Peer mentoring with fellow students and group learning naturally develop listening, collaborating, and leading behaviors from students.
- Periodic evaluation of their employability (in the form of workshops and individual counseling) should be done. This will help them know their standing regarding job market.

IV. Conclusion

The study can again assure that employability skills impact the educational path and career of a student. Logical reasoning, problem solving and social interaction skills like leadership, working in groups and communication all the recognized skills prepare students to become holistic individuals.

It was found from this study that most of the students from all the Hyderabad colleges were found having positive attitude towards enhancing their employability and were aware that it could lead them to success both in personal and professional life. This sort of energy, must be channeled by Schools by actually providing students with real tools, actual access and connecting the life at school with workplace expectations.

With your help, let's create a campus culture of flexibility, honesty and lifelong learning that allows students not only to survive but thrive in a constantly changing world of work.

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