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A Study on Employability Skills Among College Students in Jalgaon District, Maharashtra

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Abstract

This paper investigates the conception of employability chops of council graduates. The main purpose of this work is to ascertain the mean conditions of employability chops held by council youths. This exploration paper highlights the significance of the competent employability chops for the council youth in this information period. Thus the graduates must be communicated proper training through the styles which are in the global norms. Globalization, rapid-fire technological advancements and changing pattern of work are bringing about far- reaching changes in every sector of frugality and societal deals. In particular Information explosion is posing a huge challenge of locating the most applicable information pertaining to the task on hand. In this environment, developing information knowledge chops among all council youth is imperative. It's considered as one of the critical chops for productivity in the 21st century. No wonder, adding significance of information knowledge has led to the development and perpetration of a variety of training or instruction programmes at all educational situations. Similar training programmes are successful handed the learners are suitable to use the learnt chops in real life settings.

Key words: Key Employability Skills Identified in Studies, How Students Can Improve Employability Skills, The Role of Educational Institutions

Introduction

Employability skills are a combination of a person's academic knowledge, technical abilities, and soft skills that make them attractive to employers. Numerous studies have been conducted to understand the critical employability skills that college students need, the gap that exists between what employers seek and what students possess, and effective ways to bridge this gap. The most significant handicap to India's progress and future is a lack of competent workers in all diligence. According to the Indian skill check, men and women have analogous employability scores. Telangana, Rajasthan, and Delhi have a strong womanish gift pool. Maharashtra is the most exploitable state, followed by Tamil Nadu, Uttar Pradesh, Andhra Pradesh, and Karnataka.

Statement Of The Problem

This adding gap between what's tutored and what's demanded to ameliorate employability must be addressed. There are numerous job openings, but the issue is the difference between the quality of advanced education and the labor request's demands. As a result, both force and demand side variables, which are constantly beyond an existent's control, have an impact on employability. Advanced education institutions may give subject matter knowledge, but they fall suddenly of breeding in graduates the necessary chops to gain, maintain, and grow in their careers. The purpose of this study is to uncover the beginning rudiments of employability chops in council scholars, keeping in mind the applicability of the idea. When the samples were aimlessly named from the five different sodalities in the District of Jalgaon, particular characteristics of council scholars were examined, and these variables are connected to each other in the study.

Objectives Of The Study

The objects of the study were as follows

1. To examine the demographic profile of council scholars in the Jalgaon Distract.
2. To determine the degree of exploitable chops among council scholars.
3. To record the recommendations regarding the improvement of scholars toward employability chops.

Research Methodology

The exploration was conducted using both primary and secondary data. A semi-structured questionnaire was delivered physically, and a many questionnaires were transferred to known repliers, to gain primary data. The exploration was primarily descriptive in nature. According to the exploration, scholars from Jalgaon City College were chosen at arbitrary. The number of people that may share was confined to 200 (council scholars). For data collection, the experimenter employed a questionnaire.

Table 1: Personal Profile of the Respondents

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Personal Profile	Profile Groups	N	%
Gender	Male	120	60.00
	Female	80	40.00
Educational Level	B.E / B.Tech	64	32.00
	MBA / MCA / M.Sc.	120	60.00
	BA / B.Sc / B.com	16	8.00
Education of Father	Illiterate	8	4.00
	School Education	74	37.00
	UG	60	30.00
	PG	58	29.00
Education of Mother	Illiterate	11	5.50
	School Education	101	50.50
	UG	49	24.50
	PG	39	19.50
Monthly Family Income	Less than Rs.20000	37	18.50
	Between Rs.20000 – Rs.50,000	108	54.00
	Between Rs.50,001 – Rs.100000	28	14.00
	Above Rs. 100000	27	13.50
Occupation of Father	Government Employee	44	22.00
	Private Employee	56	28.00
	Self-Employed	78	39.00
	Retired	22	11.00
Occupation of Mother	Government Employee	19	9.50
	Private Employee	21	10.50
	Self-Employed	17	8.50
	Home-Maker	142	71.50

Source: (Collected and computed through questionnaire)

Table 1 show that the bulk of the sample responses given by the respondents. There are 120 male students and 80 female students who answered. If we considered the educational qualification of respondents 32% are B.E./B.Tech., while MBA/ MCA/M.Sc.60% and traditional graduates 8% respondents. By taking into consideration of all other demographic information the table no. 1 gave the details view.

Key Employability Skills Identified in Studies

Research consistently points to a set of core skills that are highly valued by employers across various industries. While some of these are technical, significant portions are "soft skills" or "transferable skills" that are not specific to a single job but are applicable in almost any professional setting. Some of the most frequently cited skills include:

- **Communication:** This is often at the top of the list. It includes verbal, written, and interpersonal communication, as well as the ability to listen effectively, persuade, and negotiate.
- **Teamwork and Collaboration:** The ability to work effectively with others, respect different perspectives, and contribute to a joint goal is crucial in most modern workplaces.
- **Problem-Solving:** This involves analyzing situations, defining problems, thinking critically, and developing creative and practical solutions.
- **Self-Management and Adaptability:** This encompasses a range of personal attributes such as time management, self-motivation, resilience, flexibility, and a willingness to learn and adapt to change.
- **Leadership:** The ability to motivate, influence, and guide others, even without a formal managerial title.
- **Critical Thinking:** The capacities to analyze facts, evaluate information, and make reasoned judgments.
- **Digital and Data Literacy:** Proficiency with various technologies, including office software, data analysis tools, and an understanding of emerging technologies like AI and cloud platforms.
- **Professionalism:** This includes having a strong work ethic, a positive attitude, and an understanding of workplace etiquette.

Table 2: 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)

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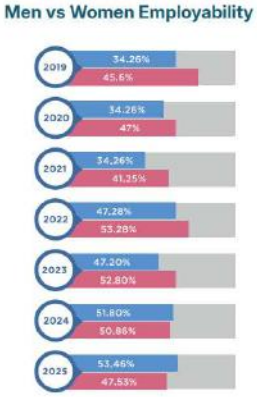
According to the table 2, India skills report 2019 – 2020, 46.21 of scholars were either exploitable or ready to take up employment in 2019, compared to 33 in 2014 and 47.38 in 2018. The table 2 shows that in the time 2020, Massachusetts Institute of Technology is rated first, Stanford University is ranked second, University of California is ranked third, University of Sydney is ranked fourth, and Harvard University is ranked fifth, as shown in Table 2. In India, one institution, the Indian Institute of Technology, has been linked, and it has gone up one position from 111 in the time 2020.



How Students Can Improve Employability Skills

Studies and career experts suggest several strategies for college students to enhance their employability and bridge the skills gap:

- **Pursue Work Experience:** Internships, part-time jobs, and volunteering are invaluable for gaining practical experience and applying academic knowledge in a real-world setting.
- **Engage in Extracurricular Activities:** Joining clubs, societies, or sports teams provides opportunities to develop teamwork, leadership, and communication skills. Taking on a leadership role in one of these groups can be particularly impactful.
- **Seek Out Project-Based Learning:** Look for courses or opportunities that involve working on real-world problems, creating prototypes, or developing solutions for specific clients.
- **Network with Professionals:** Attending networking events, using platforms like LinkedIn, and connecting with alumni can open doors to new opportunities and provide insights into industry demands.
- **Take Short Courses or Workshops:** Online courses or workshops can help students acquire specific hard skills (e.g., coding, project management software) or soft skills (e.g., public speaking, emotional intelligence).
- **Develop a Professional Online Presence:** A well-maintained LinkedIn profile and a clean digital footprint are essential for modern job hunting.
- **Reflect and Document:** Maintain a portfolio or a record of experiences, noting the skills gained and how they were applied. This makes it easier to provide concrete examples when applying for jobs.

Table 3: Indian Universities in Global University Employability Ranking 2025

Rank 2025	Rank 2024	University
28	27	Indian Institute of Technology Delhi
47	55	Indian Institute of Science
60	62	Indian Institute of Technology Bombay (IIT)
141	143	Indian Institute of Technology Kharagpur
160	156	Indian Institute of Management Ahmedabad
214	235	Indian Institute of Technology Madras
219	237	University of Delhi
225	220	Amity University
237	NR	Anna University
249	225	Bangalore University

Source: (https://www.timeshighereducation.com/student/best-universities/best-universities-graduate-jobs-global-university-employability-ranking)

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The Role of Educational Institutions

Many studies recommend that educational institutions play a more proactive role in fostering employability skills. This can be achieved by:

- **Integrating Soft Skills into the Curriculum:** Embedding skills like communication and problem-solving into academic courses.
- **Enhancing Career Services:** Providing comprehensive resources for resume building, interview practice, and career counseling.
- **Establishing Industry Partnerships:** Collaborating with businesses to create internships, mentorship programs, and curriculum that is aligned with market needs.
- **Promoting a Growth Mindset:** Encouraging students to see challenges as opportunities for growth and to embrace continuous learning

Findings, Suggestion, And Conclusion

Major Findings of the Study

1. Maturity of the repliers is womanish and pursuing post-graduate degrees with yearly family income of between Rs. 20,000 to 50,000. The sizable portion of the repliers father are academy educated and tone-employed followed by mama are also academy educated and home- maker. Average age of the repliers is roughly 22 times and average member employed in the family is roughly 2 persons.
2. Four dominant independent BS factors have been uprooted out of 10 BS Variables. Of them the most dominant factor is Communication Chops Factor(CSF) followed by Specialized Chops Factor(TSF), Versatility Chops Factor(VSF) and computation Chops Factor(ASF) in the order of their dominance.
3. Four dominant independent BS factors have been uprooted out of 15 BS Variables. Of them the most dominant factor is Practicable chops Factor(PSF) followed by Computing Chops Factor(CSF), Job improvement Chops Factor(JESF) and directorial Chops Factor(MSF) in the order of their dominance. CSF and TSF Significantly and appreciatively impacting the total ES and Occupation of mama are also significantly impacting the total exploitable Chops(ES).

Suggestion

Based on the findings of this study, the following recommendations are pertinent to the advancement of working skills.

I. The college youth must be given training and teaching module in higher institutions should be revamped (that is, making the teaching of all its components compulsory).

II. Educators should develop modern motivational technique to motivate their students.

III. Practical internship should ensure that students carryout their training in industries related to their fields.

IV. Students and graduates should seek professional trainings from professional bodies like knowledge commission of India and to learn the standards of adequate skills.

V. Communication skills and technical skills are considered as most important for the graduate to get the job in the campus drive and other modes.

Conclusion

This paper has carefully examined the concept of employability of college youth. Based on the finding, it can be concluded that:

(i) The need of employability skills is vital among college youth.
(ii) There is a significant impact employability of occupation of mother.
(iii) There is a significant difference between employability skills and the field of study and;
(iv) There is a significant difference in the aspects of employability skills possessed by graduates. It therefore implies that the current level of skills possessed by college youth is adequate for them to secure placement in the world of work.

Limitation Of The Study

The research was carried out among college students from several institutions in the Jalgaon district. The study is limited to a small sample size, which lowers the number of replies. The researcher encountered several challenges in obtaining clearance and distributing the questionnaire to students directly. However, through personal connection and relationships with teachers and students, the research was able to distribute the questionnaire.

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