

9. Competency Skills and Employability among Indian Graduates

Vidyadayini Shetty

Associate Professor, Nagindas Khandwala College.

Abstract

Many people go for higher education for getting themselves a better opportunity in the job sector. However reports on graduate recruitment indicates that Indian graduates not fit to be hired. Literature indicates that the education system is theoretical & lacks adequate life and career skills required for students to excel in their personal & professional lives. The purpose of this article reviews past studies to highlight the gap between competency skills of graduates and employability. The article also aims to highlight developing a positive relationship with industry to meet the requirements and needs of the employers.

Key words: Competency skills; Employability; Graduate; Higher Education Institutes

Introduction

Many people go for higher education for getting themselves a better opportunity in the job sector. They believe that getting a degree will help them get better placements, which in turn will help them to lead a comfortable life. Besides these reasons, there are other reasons why higher education is important. University curriculums allow students to choose a major. Majority of the students attend university to equip themselves with specialized knowledge and expertise in discipline of their choice. Moreover, these courses are taught by experts in the field. In addition, universities have various research facilities that help students learn, such as libraries, laboratories, and computer rooms. Another reason for choosing Higher Education is that it helps them learn problem solving skills. The assignments, projects, written exams, internships, attending lectures, adhering to the rules of the educational institution etc. help them develop reasoning and analytical skills to deal with their academic responsibilities. Attending college also places them amongst people of diverse cultural, regional, and social economic backgrounds which helps them deal with real-life situations. Fruitful interactions in an academic set up provides them with social skills training which can be effectively transferred to environment outside the academic setup. Participating and organising various events helps them develop their potentials and develop