

Chapter 12

Requisite Employability Skills Among Engineering Students: An Analysis of Responsible Factors for the Mismatch of Demand and Supply

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ABSTRACT

The role of technical education in the progress and growth of a nation is well acknowledged all over the world. In India the number of people entering into the technical education system has never been a problem. But the relevant problem has been the relative skills and employability of the people. The widening of skill gap and increase in the unemployability of engineering graduates has become a tremendous pain point for government as well as other stake holders. There is an urgent need to improve the technical education system and reducing the skill gap to convert youth into educated employable citizens for both their own development as well as the development of the Nation. The skills demanded by the industries

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are often not found in the engineering graduates and the skills that they possess are often termed as obsolete or are presently not needed by the employers. Hence, there is a need to identify the factors responsible for the widening gap. Therefore, paper focuses on detail analysis of various responsible factors for creating disparity between demand and supply.

INTRODUCTION

Education is recognized as one of the critical elements of the national development effort and higher education is of vital importance for the nation, as it is a powerful tool to build knowledge-based society of the 21st century. The Indian education system has conquered a strong position in international circuit. Here, more than 62% of its population in working age group of 15-59 years, and more than 54% of its total population below 25 years of age, which is feasible. Today 's job market and in-demand skills are entirely different from the ones of 10 or even 5 years ago and the pace of change is only set to accelerate. New jobs require new skills which either does not exist or the population is niche. Building a skilling system that responds well to business needs, while opening opportunities for all people is the need of the hour for the match new requirements, a system. In a highly dynamic environment, only basic education is not sufficient. Now it become most important and challenging goals for universities/ college to produce graduates with employment ready skills.(Sethi et al., 2024) Moreover, recent years have seen policymakers and social partners across the world become increasingly concerned with the match between their workforces 'skills and their labour markets 'needs. Skills mismatch, the gap between the skills required on the job and those possessed by individuals, raises the question of the ability of societies to capitalize on their workforces. Skills are also a critical asset for individual workers and firms in a rapidly changing and globalized world. In a competitive environment, economic graduates who have more employability skills will be more successful.(Cumming, 2010) So, students 'employability skill must be continuously adapted to labour market needs. Some research show that graduates do not have the skills needed for the modern workplace. (Sharvari, 2019)Thus, there is an essential need to identify the factors and reasons for this mismatch.

In the above context, this exploratory study was conducted to expand the understanding of factors responsible for mismatch between demand and supply of requisite skills in India by exploring the perceptions of engineering academicians and HR professionals from different industries. Consistent with the objectives, in the next section, relevant literature is briefly reviewed. This is followed by the methodology adopted. Thereafter, the main findings are presented and discussed.

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