

“Employability skill” – An Essential Skill for Every Students.

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Abstract - Education plays an important role in the life of every person, as education can help to improve individual living conditions. The level of education ensures the level of success in life, because a person who is educated has better career opportunities. A country that has a higher number of educated individuals will have a better economic situation and it will perform better. For being employable, knowledge, skills and attitudes play a vital role. It is important that students are aware of the skills that will help them get employment after getting their education. Job-specific skills are placed in various organizations immediately after the completion of education, and in the future these skills will be useful not only for career growth. The necessary skills of the students will help them get a job with a better salary and a job role that will motivate them to live a better life. In order to face times of technological turmoil, we need qualified personnel who are competitive and highly employable, but employers lack expertise among job seekers. Insufficient skills are associated with the problem of the quality of education. The study aims to identify the employer's employability skills required in the career field and how to integrate it into the educational process.

Introduction - Today, the job market is more competitive in a completely different sense. Along with subject expertise, employers are now looking for employability skills as an essential trait of their potential employees. The biggest challenge for India's growth and future is the lack of skilled employees across the industry. According to NASSCOM, more than 3 million graduates are added to the Indian workforce every year. However, only 25 percent of these

technology graduates and 10-15 percent of other graduates are considered employable. The qualified human resources with high competitiveness and employability skills are needed to face the era of technological disruption, but employers find a lack of expertise among job seekers.

According to STEMNET (Science, Technology, Engineering, and Mathematics Network), employability is defined as the transferable skills required to make an individual employable."Employability is about your knowledge, skills, and attitudes, how you use those assets, and how you present them to your employer in today's context."

Employability skills can be transferred to skills that will be useful in almost any job. It will be the development of experience, knowledge base or spirit that makes it more attractive to employers. Employability skills are sometimes also referred to as workday skills, social skills, job readiness skills, and basic skills. This is often done to increase productivity, minimize mistakes, and encourage collaboration with colleagues so that you can make your role more effective.

Employers have a high regard for employment skills because they are more difficult to train than job-related skills. Some useful qualities come naturally, while others can be acquired through education, work, or daily practice. You may already have valuable employment skills, but you can work on developing those skills and building new ones. Employability involves much more than an individual's ability to secure their first job. It entails having the ability to

network and sell themselves, cross careers and remain employable throughout life. It requires the ability to ask questions, acquire new skills, identify and evaluate options, increase flexibility, adapt well to change and take initiative.

The main advantage of these skill is that it can help you stand out from other candidates applying for the same position. While other candidates have the same qualifications and experience, you may have a better chance of getting the job if you use some abilities that are particularly useful for the role.

What skills are needed for employment? Why is employment skills important? And how can a new graduate master these skills? The answers to these questions will be discussed here.

Important and Essential skills of Employability –

Here are 10 job concepts and skills that employers are looking for:

1. Communication
2. Teamwork
3. Reliability
4. Problem-solving
5. Organization and planning
6. Initiative
7. Self-management
8. Leadership
9. Learning
10. Technology

Communication - Communication is one of the main skills to prepare for it, because it is an important part of almost any job. The communication process consists of five elements: sender, recipient, message, content, and feedback. When each of these elements works together, you can help and understand messages that are clear and effective, removing unnecessary misunderstandings and errors. Strong oral and written communication skills contribute to being more employable because

they are able to increase business productivity and efficiency and help you avoid wasting valuable time and resources.

The best way to improve your communication skills is to talk as much as possible.

Some of the activities that can help you develop communication skills include:

- Communicating on social media.
- Joining a local club.
- Practicing awareness of your facial expressions and body language.

Teamwork - Good teamwork skills-the ability to work in harmony with colleagues to achieve a common goal. Teamwork skills to work together can increase your chances of employment because you can help the firm achieve its goals more effectively. These skills can also contribute to creating a positive work environment. To be a good team player, you will be comfortable working with others, taking responsibility for your part of the work, and contributing to the team's goals.

Reliability- Reliability, which makes it more flexible, as it increases trust between you and your employer. You are a reliable employee, you will have the opportunity to work efficiently for the duration of the task, and minimize the likelihood of errors. You should also be able to respond quickly to questions and emails, and only make promises that you can keep.

Problem-solving - Problem-solving involves identifying key issues and their implications, having a clear understanding of problems and determining the most effective solutions. For more complex problems, you need to know how to divide them into smaller parts that are easier to understand and more manageable.

Organization and planning - The ability to organize and plan effectively is very important, because it will help you and your employer save time, labor and money, and improve the workflow. This helps to ensure timely completion of projects and avoid mistakes and

mistakes that will cost the company a lot of money. A great organizer and planner, you'll be able to identify tasks, prioritize them, and schedule them so they're on time. If you hold a leadership position, you'll need to have to develop a systematic process for achieving your goals, and actually delegate any of the tasks.

You can develop organizational and planning skills by:

- Developing a daily activity schedule.
- Organization of the event.
- Record your tasks and activities in your schedule.

Initiative - Taking the initiative means recognizing the problem and how to solve it, preparing for a potential crisis, taking precautions, taking advantage of the opportunity and the need to maintain a positive attitude. This shows that you are able to think for yourself and take appropriate action without any instructions. As a person with initiative, you will have a strong drive for success and a desire to improve yourself through a continuous learning process, so you can find this a valuable source of information for every organization.

You can use it to improve your ability to take initiative in the following ways:

- Using businesses and other organizations to inform about new employment opportunities
- Presentation of changes in the policies and activities of the group to which you belong
- Starting a local soccer club, or have you been looking for one.

Self-management - Self-management refers to the ability to perform job duties satisfactorily with little or no supervision. For higher-level employees, it also means delegating tasks to ensure you complete them on time. Additionally, self-managed employees can motivate themselves to deliver solid work performance consistently.

Leadership - Leadership skills are important at all levels. If you are looking for a leadership position, then there is a need to have to be a good leader to motivate team members. In addition, you can take advantage of leadership skills in entry-level positions because it can help you stand out and climb the career ladder quickly. You can show leadership, management, and employee motivation by defining goals and objectives for your team, as well as improving practice and coaching from colleagues.

You can learn how to become a better leader by following these steps::

- How to take a leadership course.
- Starting a local group.
- Read about the habits of successful leaders, especially in their industry.

Learning - After a strong acquisition of skills and tools to understand new concepts and methods, quickly solve new problems and adapt to changes, and have a tendency to constantly improve their knowledge and skills. Employees who learn well, which can help employers fill complex roles faster and reduce the cost of staff education and training. Good students are highly desirable for companies that have been at the forefront of innovation, because they are able to help in the transition to new methods, and new technologies make it more flexible.

You can use it to increase your ability to learn from:

- Take a course to improve your skills, such as speed, memory boost, or one crash course.
- Learn work-related skills and activities, such as organization, teamwork, and presentation skills.
- Learn a new skill or hobby.

Technology - Companies are looking for candidates with technical skills to help them use the latest technology and outperform their

competitors. Depending on the operation of the equipment, technologies and skills that will be required, and can vary widely, ranging from text processing and e-mail, as well as transmission to editing and using a programming language. If you are able to understand concepts related to IT and technology, and quickly learn how to use new technologies, you will become more attractive to employers.

Technical skills acquired through study and practice.

Some of the ways you can develop and improve your technical skills include::

- Enroll in a technology course.
- Try out new apps and new technologies in your daily life.
- Stay up to date with the latest technologies in your business.

Why The Employability Skills are Important in future ?

Everything is changing in the world, and if you want to move efficiently, you will need to have good work skills. Many jobs in the future world of work require high levels of social and emotional intelligence, critical thinking, and problem solving-sometimes referred to as "skills and employment".

Employers are looking for your technical skills, but your employment skills may be all that is required for this task.

With the creativity to solve problems together and negotiate, have all the work skills that will be crucial in the future. This will allow you to be flexible enough to change as the technology evolves and help you adapt to the new way you work with people.

In an increasingly connected world, you'll also be more likely to work with people from different cultures and teams, including virtual teams around the world. Language skills and cross-cultural awareness take you to a whole new level of interest.

'A degree is no longer enough' - a diploma or a particular Degree is no longer sufficient to provide a pupil with a full career. This is particularly important in light of the current economic climate. In many branches of the company, you may need to look for "ready-to-work" graduates with clearly defined symptoms of specific professional skills, in addition to the high level of graduate attributes. In order to have a competitive advantage in the labor market, students must have employment opportunities for the entire duration of their stay at the university.

Focusing on employability helps the University attract and retain high quality students and maintain its competitive advantage in the global market.

Conclusion - In conclusion, employability skills have become, an important issue in the job market, for the students, learning providers, and the industries. This paper has outline the importance of employability skills for the students and has been integrate in teaching and learning process. It also view of the element employability skills needed by the employers in industry and a future market.

These are also considered as transferable skills because you can apply them to a job in any industry. Through a wide range of literature research, the result of what the employability skills needed by companies are almost the same, and can be roughly divided into the following eight basic skills: "Communication skills, Teamwork skills, Problem solving skills , Self management skills, Planning and organizing skills, Technology skills, Life-long learning skills and Initiative and enterprise skills." ... Employability skills are the basic necessary skills that an employee requires to obtain employment, keep it as well as perform their duties well. It is highly accepted that the employees should have skills and potential that can enable them to ensure their growth and development within the organization.

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