

A Study On Employability Gap In Hard Skill In IT Sector

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Abstract: *"To be employed is to be at risk, to be employable is to be secure" -Peter Hawkins. The United Nations (UN) has declared employability as one of its four priorities for the national policy action on employment directing all the countries' need to review, re-think and re-orient their basic and higher education, vocational training and labour market and employment policies to facilitate in the reduction of un-employability and also to impart training to young talents and skills focusing on reducing the skill gap and increasing their chances to be employed.*

The concept of Employability or skill gap is not only equated to educational qualifications but it is a mixture. Where 45 percent is qualifying education, and 55 percent of are hard and soft skills required to make these qualifications applicable for the job specified. Thus Employability is defined as the development of skills and adaptable workforces in which all those capable of work are encouraged to develop the skills, knowledge, technology and adaptability to enable them to enter and remain in employment throughout their working lives (HM Treasury, 1997, p. 1).

This evaluation study focuses on studying the Employability gap in the hard skill needed in Information Technology sector.

Keywords: Skill Gap, IT, Employability, Hard Skill

I. INTRODUCTION

Employability refers to a person's ability in gaining and maintaining employment (Hillage and Pollard, 1998). The concept employability has been in discussed for many years but it has taken the center stage and became diverse in the recent years due to

- ✓ The changing nature of the increasing emphasis on giving skills-based solutions to economic competition and work-based solutions to social deprivation.
- ✓ The end of 'careers' and lifetime job security, the greater uncertainty among employers as to the levels and types of jobs with regard to their future, and the need to build new employees relationships.

Though the concept employability still encompasses the concepts of preparing for work, of improving career chances by becoming more employable, developing oneself to evaluate the skills and attributes they have and communication, it also covers the concept of Employer Engagement, focusing on developing work-based learning, encouraging individuals to become more innovative and creative both within their own discipline areas and the wider world of work. Employability depends on presenting their assets that is the knowledge, skills and abilities an individual possess to their potential employers. Employability is directly influenced by both the supply-side and the demand-side factors which are mostly not in the

control individual. According to Colin Lindsay, employability is about the quality of work or employment because individuals who lack the employability skills may be able to obtain work but it may be below their level of skill, or in low paid, undesirable or unsustainable jobs, and so forth. It is the capacity and capability of gaining and maintaining productive work over the period of one's working life.

In nutshell, employability is about the ability to gain employment not only through education but also through gain required skills to perform the job. It is not only the ability to gain initial employment, but also the ability to maintain employment and to make desired 'transitions' between jobs and roles within the same organization or other organisations to meet new job requirements and also the ability to obtain new employment if required independently in the labour market by being willing and possessing the ability to manage their own employment transitions between and within the organisations. Thus employability is not just about skills but it is also about capabilities, competencies, aptitude, attitude and behaviour.

II. EMPLOYABILITY IN INDIA

Every year almost twice the number of engineers is produced by India than the US and a little less than twice of all

that Europe produces. India is proud to note its ability to produce the world's largest most qualified pools of technical manpower but shuns as it lies far behind in terms of the employable candidates. According to a survey more than 70 % of engineering graduates in India are not employable.

Dr Kalam has rightly highlighted this issue by saying that India does not have problem of unemployment but unemployability. The graduates lack other skills necessary for employment beside the academic or technical skills. The top three most important

- ✓ General skills identified were integrity, reliability and teamwork
- ✓ Specific skills are entrepreneurship, communication in English and use of modern tools and technologies.

At present Industry looks for a different mix of skills, abilities, capabilities and competencies in potential hires depending on the business it is in. Industry also looks for multi skilled individuals

Colin Lindsay in Long-term unemployment and the "employability gap" says that the difference between unemployability and unemployment is unemployability arises when individuals have educational eligibility but lack in capability and suitability to execute job related activities despite being the availability of employment opportunities. Unemployment is a state where individuals have educational eligibility, capability and suitability but dearth of employment opportunities. The current situation in India is unemployability and not unemployment.

SIGNIFICANCE OF THE STUDY

Even though the government and private industries take initiatives to train the individuals to meet the skill required for completing the job, the skill gap is still on the rise. This research study is to understand the skill gap present among IT employees

This study was undertaken among 100 respondents from different IT organizations in Chennai of Tamilnadu state. This study's suggestions and findings can be included in such training models.

TITLE

A study on Employability Gap in Hard Skill in IT Sector

GOALS OF THE PROJECT

The purpose of this research project is to study the skills needed for the job and to measure the prevalence of employability gap among the employees of different departments having 1 year minimum experience

OBJECTIVE

- ✓ To measure the skill gap in Hard Skill present among the employees of the IT sector

WORKING DEFINITION

- ✓ **EMPLOYABILITY:** as proposed by HM Treasury
Employability is defined as the "development of skills

and adaptable workforces in which all those capable of work are encouraged to develop the skills, knowledge, technology and adaptability to enable them to enter and remain in employment throughout their working lives"

- ✓ **EMPLOYABILITY SKILLS:** The UK Commission for Employment and Skills (UKCES) define employability skills as 'the skills almost everyone needs to do almost any job'.
- ✓ **EMPLOYABILITY SKILL GAP:** Hillage and Pollard defined skill gap as "the mismatch between the Employer's expectation and Job-seekers employability "

HYPOTHESIS

The researcher proposes to work on the assumption that there is a significant amount of skill gap present among the employees of the IT sector which directly or in directly affects the productivity of the organization.

RESEARCH DESIGN

The research design is 'descriptive nature'

SAMPLING METHODS

Researcher identified systematic stratified sampling as a sampling method.

TOOLS OF DATA COLLECTION

The tools for data collection is 'questionnaire'

DATA ANALYSIS

The tools and methods used for data analysis will be:

- ✓ SPSS (Statistical Package for Social Sciences)
- ✓ Tabulation
- ✓ Pie diagrams, etc

III. RESULTS AND DISCUSSION

The analysis of data is done using statistical packages of social science (SPSS). The analysis was based on each objective and related variables of the study. The quantitative data required application of statistical methods in the presentation and analysis. The qualitative data was scientifically analyzed and interpreted. The data was concurrently documented and analysed. Simple frequency is applied.

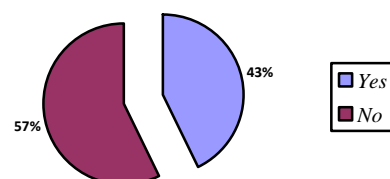


Figure 1: Skill Gap Affecting Company's Growth

The analysis of the above figure 1 reveals that 43% has accepted that skill gap indeed has an adverse effect on the company's growth. And 57% has denied the concept.

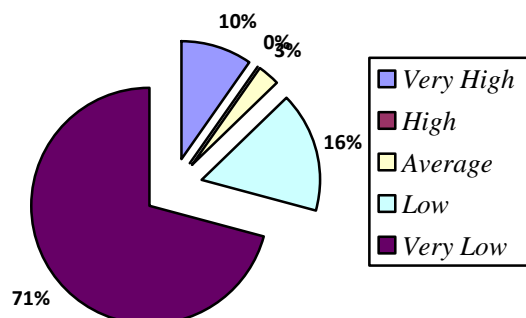


Figure 2: Rating Of Team Member In Business Intelligence

The analysis of the above figure 2 reveals that a significant number of respondents (71%) has accepted that their counterparts has very low business knowledge and 16% has low.

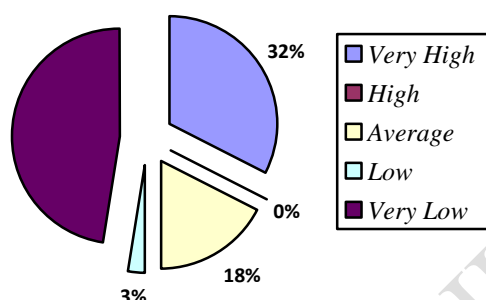


Figure 3: Rating Of Team Member In Product Knowledge And Customer Needs

According to the analysis of the Figure 3 it is revealed that 47% of the respondents has responded positively to the opinion that their teammate has very low product knowledge and customer needs and 32% as very high in the same.

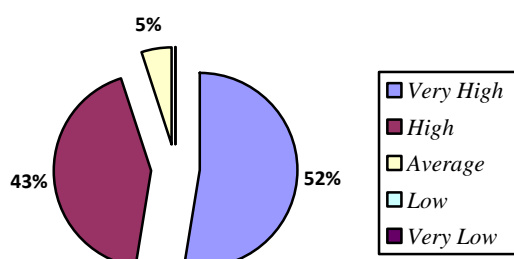


Figure 4: It Skills Required To Finish The Job Accurately

From the analysis of the above figure it can be inferred that 95% has expressed that IT skills are indeed required to perform the job.

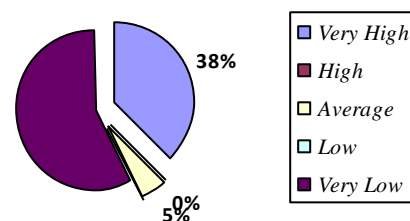


Figure 5: Distribution Based On Team Member's Productivity

It can be inferred from the Figure 5 that 57% of the team members are very low in productivity and 38% are very high in production.

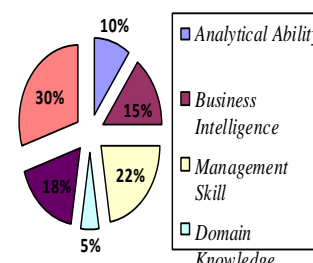


Figure 6: Distribution Based On Team Member's Skill Gap

From the above table it can be inferred that 10% of the respondents has said that their team member lacks in Analytical Ability, 15% in Business Intelligence, 23% in Management Skill, 5% in Domain Knowledge, 18% in Functional & Technical, 29% in SoftSkill.

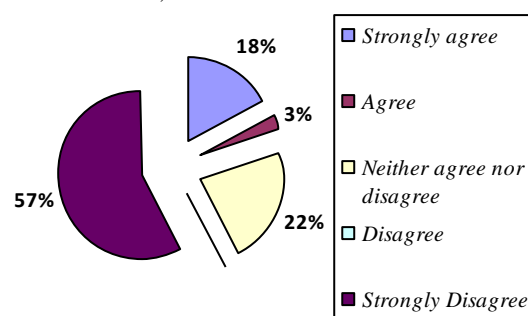


Figure 7: Distribution Based On Team Member's Information Upgrading

It can be inferred from the Figure that 57% of the respondents has strongly disagreed that their team members often upgrade and only 18% has agreed that they in fact upgrade themselves.

IV. SUGGESTIONS

- ✓ More importance has to be given in selecting the right candidates with right skills required to perform the job.
- ✓ Organization should emphasize and give required training on widening the business knowledge,
- ✓ Workshops and general meetings with the customer should be encouraged so that the employees will directly converse and understand what they should provide to satisfy the customers.
- ✓ The executives and the HR, apart from their routine work have to meet the employees and encourage them to

improve the skills they lack. They can give information about the process of skill improvement, even if they have to seek it outside the organization.

- ✓ The organization from where they recruit their candidates has to have say in the curriculum which helps them in performing the job well.
- ✓ Need to set up a plan with the business team and come out with the budgeting plan for the required trainings pertaining to account specific.

V. CONCLUSION

The Skill gap is widening in India and the needs for skilled employees are ever growing in all the sector. This study was an attempt to unfold the truth that even the employed professionals are aware of the need to acquire and upgrade their skill and meet the gap more effectively and constantly.

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