

## **Employability of Postgraduate Scholars in Rajasthan**

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### **ABSTRACT**

The study of the employability of postgraduate scholars was conducted in the state of Rajasthan by selecting three agriculture universities MPUAT (Udaipur), SKNAU (Jobner), SKRAU (Bikaner) purposively from among three universities 90 respondents were selected randomly. The basic information regarding the postgraduate research scholars was collected from the P.G. & Ph.D scholars. Thirteen components were selected as indicators of overall employability of postgraduate scholars. The overall distribution of employability shows that a great majority of the postgraduate scholars (72.22 per cent) studying in Agricultural Universities in Rajasthan expressed medium level of overall employability. Separately employability of the postgraduate scholars (70 per cent) studying in MPUAT (RCA) Udaipur was high. About 63.33 per cent of the scholars studying in SKNAU (Jobner) and 90 per cent of the postgraduate scholars studying in SKRAU (Bikaner) were from medium level of employability respectively.

**Key words:** Employability, Post graduate scholars.

### **INTRODUCTION**

Rapid forces for change in the post-modern society have left their marks on the labour market creating a metamorphosis in the nature of work in which individuals approach their careers. In the face of volatile business environment that no longer offers long-term employment (Rothwell and Arnold, 2007) and clear linear career ladder (Braruch, 2004), new career paths for employees are knowledge-driven (Brown *et al.*, 2003) and include frequent changes in employer and even in occupations, lateral instead of vertical job moves and interruptions in employment (Reitman and Schneer, 2008). According to Fugate, *et al.*, (2004), an individual's employability includes a multitude of person-centered constructs that interactively fuse to assist individuals in successfully adapting to numerous work-related changes in the

economy. From this perspective, employability is viewed as a psycho-social construct that embodies individual characteristic that fosters adaptive cognition, behavior and affect, enhance the individual-work interface".

Yorke (2006) accordingly defines employability as the skills, understandings and personal attributes that make graduates more to obtain employment and be successful in their occupation to their own advantage, but also to the advantage of the labour force, the community and the economy. In fact, employers seek to recruit new graduates that can instantly become involved in delivering value to the company without having to make use of extended induction programmes (Barthorpe and Hall, 2000). With this background, a study on "Employability of postgraduate in Rajasthan was conducted in the state of Rajasthan.

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**METHODOLOGY**

The present investigation was purposively conducted in three Agricultural Universities viz., MPUAT (Udaipur), SKRAU (Bikaner) & SKNAU (Jobner) of Rajasthan state. The study was undertaken using random sample of 90 postgraduate research scholars. The basic information regarding the postgraduate research scholars was collected from the P.G. & Ph.D scholars. Thirteen components were selected as indicators to measure overall employability of postgraduate scholars these were fundamental employability aptitude, general knowledge about agriculture, knowledge about current issues, communication skills, habit of information collection, Information Communication Technology skills, ability to face interviews, creativity skills in solving problems, leadership quality, self-confidence, competition orientation, attitude towards agriculture education and team work and coordination. Data were collected by personal interview, with the help of interview schedule consisting of measuring devices of variables. A scale of measurement was borrowed from by Omede Ugbede David (2015).

**Mean weightage scores of components of employability**

S.N.	Component	Weightage Score
1.	Fundamental employability aptitude	7.01
2.	General knowledge about agriculture	10.66
3.	Knowledge about current issues	6.13
4.	Communication skills	10.02
5.	Habit of information collection	5.33
6.	Information Communication Technology Skills	7.34
7.	Ability to face interviews	7.02
8.	Creativity in solving problems	6.66
9.	Leadership quality	6.66
10.	Self confidence	9.01
11.	Competition orientation	4.76
12.	Attitude towards agricultural education	5.84
13.	Team work and coordination	6.83
	<b>TOTAL</b>	<b>100.00</b>

To find out the overall employability index, the following formula was used.

$$\text{Overall Employability Index} = (R1/M1) \times W1 + (R2/M2) \times W2 + \dots + (Rn/Mn) \times Wn$$

Where,

R1, R2.....Rn = Received score for each indicator by each respondent

M1, M2.....Mn = Maximum score one can get for each indicator

W1,W2 .....Wn = Weightage score of each indicator received from each experts

Thereafter, the scores of each individual was calculated and respondents were categorized into five categories using arbitrary method of classification viz. very low, low, medium, high, and above high degree for components. Data so collected were tabulated, analyzed and interpreted in order to make the findings meaningful. The statistical measures such as frequency, percentage, mean and standard deviation were used in the study.

**Employability of Postgraduate scholars**

Robinson, (2000) opined that the two greatest concerns of employers today are finding good workers and training them. The difference between the skills needed on the job and those possessed by applicants sometimes called the skills-gap is of real concern to human resource managers and business owners looking to hire competent employees.

**RESULTS AND DISCUSSION**

**1. Fundamental employability aptitude**

It is obvious from table 1 that majority (50 per cent) of the postgraduate scholars had high level of fundamental employability aptitude in RCA (MPUAT) Udaipur, SKNAU (Jobner) shows that (43.33 per cent) had medium & while 46.66 per cent of the postgraduate scholars of SKRAU (Bikaner) had low level of fundamental employability aptitude.

**2. General knowledge about agriculture**

It is evident from the table 1 that (73.33 per cent) of the postgraduate scholars studying in RCA

**Table 1. Components to measure the employability of postgraduate scholars of MPUAT (Udaipur), SKNAU (Jobner) & SKRAU (Bikaner) n=90**

S. N.	Components	MPUAT (Udaipur)				SKNAU(Jobner)				SKRAU (Bikaner)					
		Very Low	Low	Medium	Above High	Very Low	Low	Medium	Above High	Very Low	Low	Medium	Above High		
1.	Fundamental Employability	3.33	3.33	23.33	50	20	3.33	23.33	23.33	10	6.66	46.66	26.66	16.66	1
2.	General knowledge about agriculture	0	3.33	6.66	73.33	16.66	0	10	23.33	56.66	10	13.33	53.33	30	3.33
3.	Knowledge about current issues	0	6.66	50	40	3.33	0	20	16.66	3.33	0	46.66	43.33	10	0
4.	Communication Skills	0	16.66	16.66	60	23.33	0	13.33	40	23.33	10	16.66	63.33	13.33	6.66
5.	Habit of information collection	0	3.33	3.33	6.66	90	0	0	13.33	33.33	53.33	0	3.33	26.66	50
6.	ICT Skills	0	30	30	43.33	16.66	3.33	16.66	46.66	23.33	10	46.66	23.33	13.33	6.66
7.	Ability to face interviews	0	10	10	40	50	0	0	23.33	50	26.66	0	20	56.66	23.33
8.	Creativity skills in solving problems	0	6.66	6.66	40	50	0	0	30	53.33	16.66	0	26.66	70	3.33
9.	Leadership Quality	0	3.33	3.33	63.33	33.33	0	0	33.33	30	16.66	0	3.33	40	43.33
10.	Self Confidence	0	80	80	16.66	0	0	46.66	43.33	10	0	0	63.33	33.33	0
11.	Competition orientation	0	3.33	3.33	56.66	3.33	0	16.66	50	30	3.33	0	46.66	23.33	0
12.	Attitude towards Agriculture	0	6.66	6.66	56.66	36.66	0	0	13.33	60	26.66	0	16.66	70	13.33
13.	Team work & Coordination	0	6.66	6.66	76.67	16.67	0	3.33	23.33	66.67	6.67	0	6.66	26.66	6.668

(MPUAT) Udaipur followed by 56.66 per cent in SKNAU (Jobner) had high knowledge about agriculture and 53.33 per cent in SKRAU (Bikaner) had medium knowledge about agriculture.

### 3. Knowledge about current issues

It is revealed from the table shows that majority (90 per cent) of the postgraduate scholars studying in MPUAT (RCA) Udaipur followed by (76.66 per cent) in SKNAU (Jobner) and more than half (53.33 per cent) of the postgraduate scholars studying in SKRAU (Bikaner) had medium to high knowledge about current issues.

### 4. Communication skills

The results of table show that majority (83.33 per cent) of the postgraduate scholars studying in MPUAT (RCA) Udaipur had high to above high level of communication skills, 73.33 per cent of the postgraduate scholars of SKNAU (Jobner) and 76.66 per cent of the postgraduate scholars in SKRAU (Bikaner) had medium to high level of communication skills.

### 5. Habit of information collection

It was obvious from table that majority of the postgraduate scholars (96.66 per cent) in MPUAT (RCA) Udaipur followed by 86.66 per cent in SKNAU (Jobner) and 70.00 per cent of the postgraduate scholars in SKRAU (Bikaner) belonged to high to above high category habit of information collection.

### 6. Information Communication Technology skills

It was observed from table that more than half (59.99 per cent) of the postgraduate scholars studying in MPUAT (RCA) Udaipur had high to above high skills of using ICT tools, followed by 69.99 per cent of the postgraduate scholars studying in SKNAU (Jobner) and 69.99 per cent of the postgraduate scholars studying in SKRAU (Bikaner) had low to medium skills of using ICT tools respectively.

## 7. Ability to face interviews

It is evident from table that majority of the postgraduate scholars (90 per cent) studying in MPUAT (RCA) Udaipur followed by 79.99 per cent in SKRAU (Bikaner) and 76.66 per cent of the postgraduate scholars studying in SKNAU (Jobner) had high to above high level of ability to face interviews respectively.

## 8. Creativity skills in solving problems

It is apparent from table that majority of the postgraduate scholars (90 per cent) studying in MPUAT (RCA) Udaipur followed by 79.99 per cent in SKNAU (Jobner) and 76.66 per cent of the postgraduate scholars studying in SKRAU (Bikaner) had high to above high level of creative skills in solving problems.

## 9. Leadership quality

It was evident from table that majority of the postgraduate scholars (96.66 per cent) studying in MPUAT (RCA) Udaipur had high to above high level of leadership quality, followed by 83.33 per cent of the postgraduate scholars studying in SKRAU (Bikaner) and 63.33 per cent of the postgraduate scholars studying in SKNAU (Jobner) had medium to high level of leadership quality.

## 10. Self-confidence

The results of table show that majority of the postgraduate scholars (80 per cent) studying in MPUAT (RCA) Udaipur had medium level of self-

confidence, followed by 63.33 per cent of the postgraduate scholars studying in SKRAU (Bikaner) and 46.66 per cent of the postgraduate scholars studying in SKNAU (Jobner) had low level of self-confidence.

## 11. Competition orientation

The results given in table show that a great majority of the postgraduate scholars (56.66 per cent) studying in MPUAT (RCA) Udaipur had high level of competition orientation, followed by 50 per cent of the postgraduate scholars studying in SKNAU (Jobner) and 46.66 per cent of the postgraduate scholars studying in SKRAU (Bikaner) had medium level of competition orientation.

## 12. Attitude towards agriculture education

It was observed from table that a great majority of the postgraduate scholars (93.32 per cent) studying of MPUAT (RCA) Udaipur followed by 86.66 per cent in SKNAU (Jobner) and 83.33 per cent of the postgraduate scholars studying in SKRAU (Bikaner) were with positive and very positive attitude towards agriculture respectively.

## 13. Team work and coordination

The findings of table showed that of the postgraduate scholars (67.78 per cent) studying in Agriculture Universities in Rajasthan had above high level of team work and coordination, followed by 18.89 per cent, 10.00 per cent and 3.33 percent of them with medium, above high and low level of team work and coordination respectively.

**Table 2: Distribution of postgraduate scholars according to their employability**

**n=90**

S. No.	Employability	MPUA&T (Udaipur) N=30	SKNAU (Jobner) N=30	SKRAU (Bikaner) N=30	Overall N=90
1	Low	4(13.33)	5(16.67)	2(6.67)	12(13.33)
2	Medium	5(16.67)	19(63.33)	27(90)	65(72.22)
3	High	21(70)	6(20)	1(3.33)	13(14.45)
	<b>Total</b>	<b>30(100)</b>	<b>30(100)</b>	<b>30(100)</b>	<b>90(100)</b>

Figures in parenthese represent percentage Mean=57.6 S.D= 5.19

## Overall employability

Employability refers to a person's capability of gaining initial employment, maintaining employment and obtaining new employment if required (Hillage and Pollard, 1998).

It is observed from Table 2 that a great majority of the postgraduate scholars (70 per cent) studying in MPUAT (RCA) Udaipur were with high employability. 63.33 per cent of the postgraduate scholars studying in SKNAU (Jobner) and 90 per cent of the postgraduate scholars studying in SKRAU (Bikaner) were with medium level of employability respectively. The overall distribution of employability shows that a great majority of the postgraduate scholars (72.22 per cent) studying in Agriculture Universities of Rajasthan had medium level of overall employability. It was not interesting to note that most of the postgraduate scholars studying in higher agricultural education had medium level of overall employability.

## CONCLUSION

The overall distribution of employability shows that a great majority of the postgraduate scholars (72.22 per cent) studying in Agriculture Universities in Rajasthan had medium level of overall employability. The study revealed that majority of postgraduate scholars of MPUAT(Udaipur) had a highly positively related with the above mentioned thirteen components of employability followed by SKNAU(Jobner) & SKRAU(Bikaner). The separately employability of the postgraduate scholars (70 per cent) studying in MPUA&T (RCA) Udaipur were with high employability. 63.33 per cent of the postgraduate scholars studying in SKNAU (Jobner) and 90 per cent of the postgraduate scholars studying in SKRAU (Bikaner) were with medium level of employability respectively.

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