

DEEP ANALYTICS ON EMPLOYABILITY PERSPECTIVES ON GLOBAL ASPECTS

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ABSTRACT

Employability can be defined as doing value creating work, getting paid for it and learning at the same time, enhancing the ability to get work in the future. Employability is a management philosophy, developed Sumantra Goshal in 1997, which recognizes that employment and market performance stem from the initiative, creativity and competencies of all employees, and not just from the wisdom of senior management. For employers, it involves creating a working environment that can provide opportunities for personal and professional growth, within a management environment where it is understood that talented, growing people mean talented, growing organisations. For many employees, the new contract would involve movement towards a greater commitment to continuous learning and development, and towards an acceptance that, in a climate of constant change and uncertainty, the will to develop is the only hedge against a changing job market.

Keywords – Deep Learning towards Employability, Employability, Employment Aspects in India

PREAMBLE

Lee Harvey defines employability as the ability of a graduate to get a satisfying job, stating that job acquisition should not be prioritized over preparedness for employment to avoid pseudo measure of individual employability. Lee argues that employability is not a set of skills but a range of experiences and attributes developed through higher-level learning, thus employability is not a product' but a process of learning.

Employability continues to develop because the graduate, once employed, does not stop learning (i.e. continuous learning). Thus employability by this definition is about learning, not least learning how to learn, and it is about empowering learners as critical reflective citizens^[full citation needed] definition is important for it emphasizes employability of graduates, which is similar to our context, hence, able to provide insight about how to measure graduates' employability and what are the differences between graduates and experienced individuals in labor market.

Berntson (2008) argues that employability refers to an individual's perception of his or her possibilities of getting new, equal, or better employment. Berntson's study differentiates employability into two main categories – actual employability (objective employability) and perceived employability (subjective employability).

Several employability definitions have been developed based on, or including input from business and industry. In the United States, an Employability Skills Framework was developed through a collaboration of employers, educators, human resources associations, and labour market associations. This framework states, Employability skills are general skills that are necessary for success in the labor market at all employment levels and in all sectors. After conducting research with employers across Canada, the Conference Board of Canada released Employability Skills 2000+, which defines employability as the skills you need to

enter, stay in, and progress in the world of work. Saunders & Zuzel (2010) found that employers valued personal qualities such as dependability and enthusiasm over subject knowledge and ability to negotiate.

In the future fewer will be employed and more people work as free lancers or ad hoc on projects. Robin Chase, co-founder of Zip Car, argues that in the future more work will be done as freelancers or ad hoc works. Collaborative economy and other similar platforms are reinventing capitalism, for example platforms like Freelancer.com, a new way of organizing demand and supply. Freelancer is also an example of how employability can be developed even for people who are not employed – Freelancers offers exposure of certification and in the future similar platforms will also offer continuous upgrade of competencies for the people associated. INSEAD, and other organization institutions are experimenting with pro-active development of employability. INSEAD works for example with future competency profiles developed by SanderMap CEO, Sandeep Sander . The idea is to translate future strategies into competencies needed – and tailor programs to cover competency gaps for the individual.

A similar approach is also used in leading corporations like Novo-Nordisk, a pharma company with 40,000 employees.

Employability creates organizational issues, because future competency needs may require re-organization in many ways. The increasing automation and use of technology also makes it relevant to discuss not only change but also transformation is tasks for people. The issues are relevant at government level, at corporate level and for individuals, as highlighted in a recent manifest from though leaders like Steve Jurvetson.

Although the intention behind employability from employers might be to retain the best talent, it will happen that others offer opportunities that are more attractive or fit better. In these cases it is relevant to discuss how to end the employment contract including employability or competence upgrade paid by the corporation. A model used with MBA students might become more common; the company pays for employability development but

if the employees decides to leave before xx months of employment then the invested amount is due, fully or partly.”

Table 1.1 – Statistical Data associated with Employability

Category	Persons (000)	Males	Females
Total population	1,028,610	532,157	496,453
Total workers	402,235	275,015	127,220
Main workers	313,005	240,148	72,857
Marginal workers	89,230	34,867	54,363
Non-workers	626,376	257,142	369,234
Cultivation	127,313	85,417	41,896
Agriculture labourers	106,957	57,329	49,446
Household industry workers	16,957	8,744	8,213
Other workers	151,190	123,525	27,665
Source : PCA India, Census of India 2001			

The workers have been classified by the type of economic activity into broad the type of economic activity into nine broad categories as per National Industrial Classification, 1998. Distribution of main workers by industrial category shows that agriculture sector still employs largest number of workers. The dependence on agriculture is brought out by the fact that of the 313 million main workers in the country, 166 million (56.6%) has been engaged in ‘Agricultural and allied activities’. This is followed by ‘Manufacturing Industries’, which employed about 42 million (13.4%). There are 31.1 million workers in the services sector forming 10 % of the total main workers with similar number engaged in ‘Wholesale retail trade and repair work, Hotel and restaurant.

Table 1.2 - DISTRIBUTION OF MAIN WORKERS BY DIFFERENT INDUSTRIAL CATEGORIES, INDIA 2001

Industrial category	Main Workers ('000s)	Percentage (%)
Total main workers *	312,972	100.0
Agricultural & allied activities	176,979	56.6
Mining & quarrying	1,908	0.6
Manufacturing	41,848	13.4
Electricity, gas and water supply	1,546	0.5
Construction	11,583	3.7
Wholesale, retail trade & repair work, Hotel and restaurants	29,333	9.4
Transport, storage & communications	12,535	4.0
Financial intermediation, Real estate, business activities	6,109	2.0
Other services	31,131	10.0
Source : Industrial classification data based on sample.		

Total main workers is based on actual values of cultivators and Agricultural labourers from full count (included in agricultural & allied activities) and estimated values for industrial categories.

In the past, government had institutions to handle unemployment and employment. In the future this will be extended to include employability.

Singapore, a leading South-East Asian nation, has created a Institute for Employability that works on competency upgrades, to reduce risk of unemployment and increase the competitiveness of the nation, the corporations and the employability for the individual.

Table 1.3 - Sector-wise real GDP and net employment growth

	2004-05 to 2009-10		1999-00 to 2004-05	
	Sectoral GDP growth %	Employment growth,%	Sectoral GDP growth %	Employment growth %
Agriculture	3.1	-8.2	1.8	15.2
Mining	4.1	4.7	4.8	27.7
Manufacturing	9.5	-6.3	6.5	43.4
Electricity & gas	7.2	-5.3	4.2	32.5
Construction	9.3	70.0	9.3	65.0
Trade & hotel	9.1	4.5	9.7	37.3
Transport & storage	12.8	10.8		43.3
Financial Intermediation & business services	12.0	31.4	6.7	90.6
Public admin, social services	8.2	5.4	5.0	25.5
Total	8.6	0.4	6.0	25.3
Total ex agriculture	9.8	11.8	7.3	41.5

Source: CRISIL Research estimates using NSSO and CSO reports

Employment in India: 1971-2001

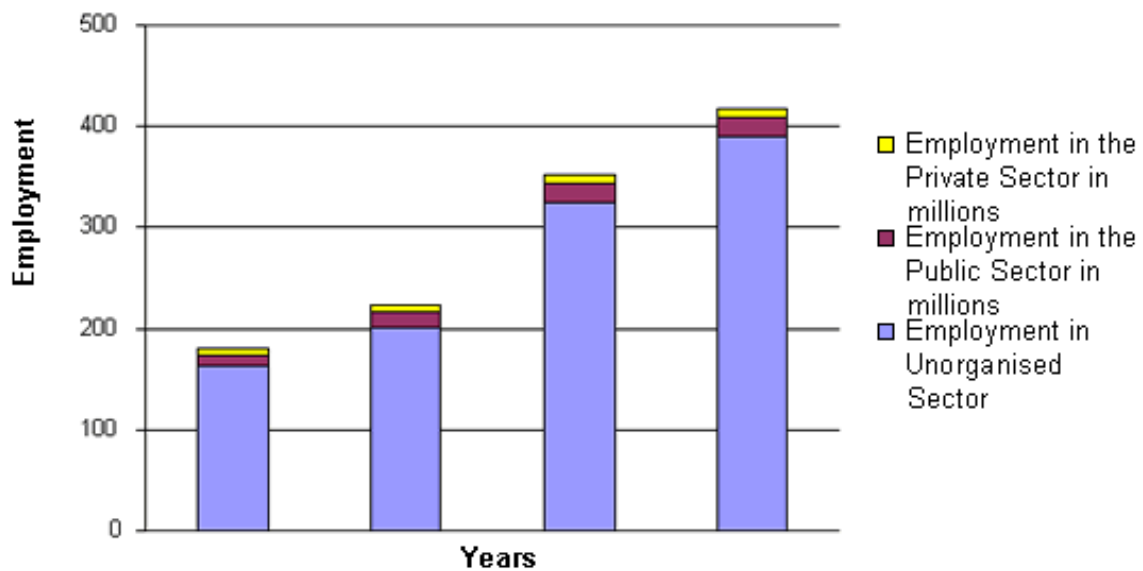


Figure 1.1 – Employment Status of India

EMPLOYABILITY SKILLS

A set of achievements, understandings and personal attributes that make individuals more likely to gain employment and to be successful in their chosen occupations. Peter Knight & Mantz Yorke (HEFCE/DfES ESECT group)

A set of attributes, skills and knowledge that all labour market participants should possess to ensure they have the capability of being effective in the workplace – to the benefit of themselves, their employer and the wider economy. CBI

You may also see these skills referred to as transferable skills (because skills developed in one area of your life can be transferred to other areas) or personal skills. In the context of your career planning and development, they are called career management skills.

SKILLS REQUIRED

Employers look for a range of skills in graduate applicants, many of which are common to a number of different career areas. Those most frequently mentioned are **communication, teamworking, leadership, initiative, problem-solving, flexibility and enthusiasm.**

Many skills overlap with one another. Leadership, for example, encompasses a number of other skills including cooperating with others, planning & organising, making decisions and verbal communication. Verbal communication itself involves various means of communication, some of which you may find easier than others - talking over the phone, making a presentation to a group or explaining something to a person with a more limited understanding of the topic. By improving one skill, you may also improve in a number of others.”

Table 1.4 – Statistical Data on India Employment

India Labour	Last	Previous	Highest	Lowest	Unit
<u>Unemployment Rate</u>	4.90	5.20	9.40	4.90	percent
<u>Employed Persons</u>	29650.00	28999.00	29650.00	17491.00	Thousand
<u>Unemployed Persons</u>	44.79	40.17	44.79	5.10	Million
<u>Labor Force Participation Rate</u>	52.50	50.90	52.90	50.90	percent
<u>Population</u>	1254.02	1238.89	1254.02	359.00	Million
<u>Retirement Age Women</u>	60.00	60.00	60.00	60.00	
<u>Retirement Age Men</u>	60.00	60.00	60.00	60.00	
<u>Living Wage Family</u>	32200.00	31100.00	32200.00	30100.00	INR/Month
<u>Living Wage Individual</u>	12500.00	12000.00	12500.00	11400.00	INR/Month
<u>Wages</u>	272.19	255.65	272.19	3.87	INR/Day
<u>Wages High Skilled</u>	50300.00	48700.00	50300.00	43000.00	INR/Month
<u>Wages In Manufacturing</u>	347.30	322.07	347.30	4.86	INR/Day
<u>Wages Low Skilled</u>	11900.00	10900.00	11900.00	9000.00	INR/Month
<u>Youth Unemployment Rate</u>	12.90	18.10	18.10	12.90	percent

In the very first paragraph of last month's Green Paper on English higher education, the government declares an intention to provide greater focus on graduate employability. Yet this rhetoric is not matched with any proposals to assess, let alone enhance, employability.

CONCLUSION

There has been significant growth in educational institutions over last decade with increasing number of engineering graduates passing out year by year. One of the good things to happen

in India in recent times has been that professional higher education has spread its wings to reach common man and ordinary people now dream of becoming an engineer or doctor or management professional unlike few decades back when it was for few privileged class getting into limited government colleges. This clearly means that thousands of qualified graduates pass out every year and get started with journey to fulfill their dreams. One of the studies has put increase in number of professional's colleges as 3 times in last decade.

Also recent times have witnessed explosive growth on various sectors in India with IT emerging as one of major surprise sector in last decade. IT sector has been a choice of popularity by youth because of its charm, dignity, high income and "white collar" status. Bio-medicine/Pharma has been another technologic/research field gaining momentum in last few years. Standing of Infosys on global platform is manifestation of IT revolution in India in last decade. Projections indicate that industry would require additional 6 million software professionals over next ten years India wide. This clearly means opportunity is huge even going by moderate estimates for youth which open flood gates for youth to fulfill their dreams. India 2020 dream of becoming a super power and big stakeholder in international matters would need talented and employable workforce with India's youth population becoming one of the major prime movers for our growth.

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