

Review Study on Skills of the Fresh Graduates in the Manufacturing Industries



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1. Introduction

For a person to succeed in life, education is crucial. Through education, students gain knowledge and skills that will enable them to live their lives to the fullest potential and to position themselves for job advancement. Education is primarily intended to educate people and qualify them to work in the economy. One of the most important criteria for landing a job is education. For all students, the transition from the level of a student to the level of an employee is a difficult undertaking. Many students struggle to gain admittance, whereas a select handful do so easily. There are numerous factors that can prevent someone from progressing to the next stage. Lack of employability skills is one of the main causes. Employability is viewed as a type of job-specific skill that enables workers to recognize and take advantage of professional chances. As a result, employability makes switching jobs within and between organizations easier. Although employability skills do not guarantee actual work, it is believed that they increase a person's chances of doing so. A person is employable to the extent that they can successfully meet the needs of the workplace. Every college graduate hopes to find employment, launch their own business, pursue more education, and establish themselves in society. Any student can accomplish this aim if they have three key things. They acquire subject information from the college through books, lectures, seminars, presentations, the internet, etc. To properly understand how e-recruitment is replacing human interaction in the process, it is necessary to analyse the effect of the Covid-19 Pandemic inference on the hiring process. An ability or capacity to perform complex activities, tasks, or jobs involving ideas, things, or people can be defined as something that has been acquired via systematic, deliberate, and ongoing effort. Additionally, students must develop a variety of cognitive and learning capabilities as well as their own distinctive traits. The employability and learning of young people can both be greatly enhanced by developing their skills and attitudes. Possessing the talents necessary to succeed in work is what is meant by being employable. Workers need to possess a set of skills, knowledge, and traits known as employability in order to succeed at work and benefit themselves, their employers, and the overall economy.

Objective

1. To determine the employability skills expected and possessed in the manufacturing industry.
2. To identify the real skills that recent graduates possess as recognized by job candidates in the manufacturing industry
3. To group the skills that manufacturing industry recruiters look for in recent graduates by analysing the gap between what they expect and what they actually have.

2. Review of Literature

Ashraf and Ahmed (2022) - “Approaches to Quality Education in Manufacturing Sector: Identified a novel quality assurance module in higher education institutes incorporating three input components “quality teachers, students, and staff”, the process component “quality program”, and the product component “quality education”. The study was conducted in the Schools of Business and the Arts & Science, which are mostly common in most of the private universities in Tamil Nadu.

Nataraju and Warriar (2021) - “A Systematic literature review of the Factors affecting the Quality of Technical Education in India.” He investigated the Factors influencing the quality of technical education in India. The study was Conducted with the help of semi structured interview of policy makers and senior Officials in the academic sector. The study pointed that the factors like infrastructure, teaching process and Industry-Institute Interaction significantly affects the students’ achievement and employability in technical education. The study further envisaged the role of NEP 2020 in the holistic development of the students.

Mroueh, 2020 – “Skills of Fresh Graduates”.

Fresh graduates suffer from difficulty to find a job, a complexity of work integration and a difficulty of securing a place to reside.

Bist Et Al. (2020) – “Employers' Perception Regarding Employability Skills of Students Undergoing manufacturing industry Internship.” explored the understanding of management students' employability abilities in summer internships.

The study revealed that intern students lack the conversation, problem solving, interpretation and market comprehension skills and failed in other dimensions like self-management, public relations and team spirit.

AV and Aithal [2018] – “Employability Skill Traits”

To pursue a successful career in the highly competitive and technology driven and global business scenario requires high dream and high level of professionalism. Apart from the general competencies high degree of common sense, domain knowledge, technical knowledge, functional knowledge is also required to maintain a position in the current competitive world of career.

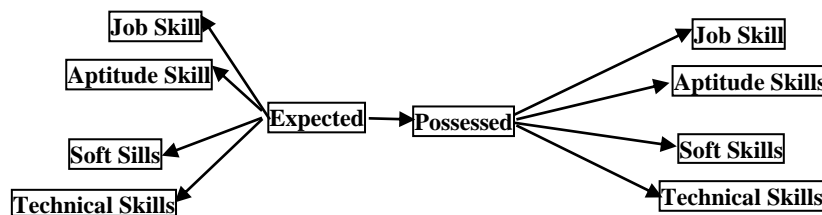
Mohamad Et Al. (2017): Importance of Employability Skills as Perceived by Employers of Indian Manufacturing Industry’

The researcher found that Customer service, work safety, integrity and honesty were the most important employability skills, whereas, among the seven employability skills, all the manufacturing employers agreed that interpersonal and thinking skills were most important.

Abraham [2017] – “Spiritual Intelligence and Employability Skills–An Empirical Study among College Students.”

There was a tremendous growth of management institutions in the country and it is good as it helps build capacity in the area of management. Concepts and work experience were the index of employability earlier but now the functional and people skills became the indicators for fitting in to the corporate world. The candidate should have the skills and will to face and succeed turbulent, complex and highly competitive world of management. The study recommends spiritual intelligence as criteria to happy and successful career. This refers to finding meaning and purpose of life creating good relation with colleagues and emphasising the full potential of ever work force etc.

Conceptual Model



Four independent variables, including job skills, aptitude skills, soft skills, and technical skills, make up the study's framework. According to (Kevin et al. 2011), there are differences in the classification of employability skills, and there is a broad understanding of what qualities, characteristics, skills, and knowledge constitute employability skills both generally and specifically expected and possessed from graduates in various industries. Most manufacturing industries have certain abilities they're looking for. (Harvey and co-workers, 1997; Little, 2001; Lees, 2002)

1. Job Skills

1.1 Group Discussion

When conducting the discussion, one should be cautious and careful. Participants in a group discussion should agree to a code of conduct in order for the process to proceed successfully.

1.2 Email Etiquette

Electronic mail is undeniably has become an essential aspect of business operations. It is a communication tool that has many advantages. Electronic communications allow business professionals to connect and collaborate in new ways

2. APTITUDE SKILL:

2.1 Decision Making

The degree to which a group's members think they can make decisions as a group and do so successfully is known as group discussion. The benefits of participation in decision making on performance may result from people using it tactically to create situations that are more favourable to their effectiveness.

2.2 Logical Thinking

Understanding problem solving strategies is necessary, but creative thinking also needs for the capacity to progress past logical and sequential thought and into the realm of originality. How fast employees take notice also usually affect how well companies are making its strategic goals.

3. Soft Skills

3.1 Boldness

When carrying out their duties and communicating with clients, co-workers, and subordinates, employees must be courageous, according to organisations. Boldness is crucial in making sure that industries representatives accurately represent organisational goals, policies, and practices.

3.2 Presentation Skill

For a graduate of a manufacturing industry, adequate spoken and written language proficiency, a certain level of self-esteem that will show in conversational skills and body language, adequate discussion skills, and most importantly, good presentation skills in order to be able to market oneself and one's ideas should be minimum requirements.

4. Technical Skill

4.1 Subject Knowledge

When it came to subject knowledge, trainees concentrated on individual student development, assessment for learning, or organisational aspects rather than taking into account the breadth and depth of subject and educational knowledge they themselves needed to learn and develop.

4.2 Technical Knowledge

In circumstances where candidates must already have a body of learned knowledge prior to being employed, technical knowledge tests are used. Examples of technical knowledge assessments include exams on fundamentals of accounting, computer programming, financial management, etc.

Research Gap

- In the areas of employment, recruitment, etc., there have been numerous in past studies but little amount of research has been done in my study.
- There is a major mismatch between the candidates' skill sets and what is needed.

Research Methodology

Research Design

The study being designed on exploratory research design constituting the data is being considered with secondary options around being circulated along with research articles, different thesis, with live examples being held along with I has investigated the topic in an effort to obtain a deeper knowledge.

Sampling Design

Population

The population of the study was represented by “Skills Of The Fresh Graduates in the Manufacturing Industries”.

Data Collection

Data Collection Method

I have used secondary data for my research.

Secondary Data

I have collected the secondary data using Journal, Newspaper and College library for this review paper.

Suggestions

- Basic communication skills are required in manufacturing industry both written and oral skills such as preparing power point presentation, drafting reports, drafting proposal, etc. are the ability to initiate discussions, address a conference, or organizing meeting are a few prerequisites of manufacturing industry life.
- The researcher strongly advises decision-makers in the education sector to focus on the three pillars of student, faculty, and infrastructure quality in order to increase students' employability skills. This includes not only incorporating skills into the curriculum across all types of streams to meet manufacturing industries expectations, but also on each of the three pillars individually.
- To increase the students' employability abilities, the institutions might also focus on the four pillars infrastructure, faculty, student quality, Value of education.
- The products produced by today's schools and universities and the industry requirements are here, along with the talents held while recruiting and the skills expected by the manufacturing industry that are appropriate for their type of work.

Future Research

- In this research study, I have focused on what recruiters in the manufacturing industry anticipate from the fresh graduates.

- With the help of this paper, there is a ton of room to expand the research in different industry.

5. Conclusion

The expectation of skills and actual skill possession among recent grads differ significantly. In keeping with earlier study by numerous academics, it is well recognized that among recent graduates, there is a discrepancy between expectations and actual skill possessed. Their lack of skills is evident during the recruitment process for students. Therefore, with the aid of this study, candidates can focus on the crucial abilities according to their selected manufacturing industry. Candidates should be aware of the significance of the qualifications demanded by hiring in manufacturing industry in order to land a position and remain with the organization. There is a substantial gap between the technical skills required of the applicants and the technical skills actually possessed by the candidates, the candidates are expected to expand their subject-specific and technical knowledge. Out of the 4 skills taken into account in this research, the researcher strongly concludes that the fresh graduates must possess eight key abilities (Group discussion, typing skills, Decision making, Logical thinking, Boldness, Presentation skill, Subject knowledge and technical knowledge.).

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