

Original Research Article

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Employability of Post Graduate Scholars Studying in VNMKV, Parbhani, India

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Employability refers to a person's capability of gaining initial employment, maintaining employment and obtaining new employment if required. For individuals, employability depends on the knowledge, skills and abilities they possess, the way they use those assets and present them to the employers and the context in which they seek work. The present study was conducted in three agricultural colleges of VNMKV, Parbhani, Maharashtra, with an objective to find out the employability of post graduate scholars studying in VNMKV, Parbhani. The respondents were selected from each college by proportionate random sampling to comprise a sample of 120 respondents. The method of ex-post-facto medium research design was adopted for this study. In this research, to study and measure the employability of postgraduate scholars, eleven indicators based on the opinion of experts and review of literature was collected. The statistical measures such as frequency, percentage, arithmetic mean and co-efficient of correlation were used in the study. Majority (86.67%) of the postgraduate scholars associated with employability had average to high level of overall employability.

Introduction

Being employable is especially relevant to post graduate scholars at the brink of their careers. 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.

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

terms employability is about capability of getting and keeping fulfilling work. More comprehensively, employability is the capability to move self-sufficient within the labour market to realize potential through sustainable employment. For individuals, employability depends on the knowledge, skills and abilities they possess, the way they use those assets and present them to the employers and the context in which they seek work. Employability is not just about vocational and academic skills. Individuals need relevant and usable labour market information available to them. The factors that help people to be employable include the knowledge and abilities relating to a particular job, the ability to identify suitable job opportunities, self-presentation on applications and interviews and external factors such as the job market and personal circumstances (Sasidharan, 2013).

Technically qualified manpower provided the base for the radical metamorphosis of agriculture - what William Doug of USA called Green Revolution. Right since independence, the country laid maximum emphasis on the development of its human resource through education. In support of that slowly and steadily a comprehensive system of higher agricultural education has been evolved and developed.

The agricultural graduate and postgraduates should be enabled with some marketable professional abilities and employability skills to be successful and economic unit in the competitive technology driven world. Those specific attributes and skills that enable effective and wise use of knowledge, experience and formal education includes written communication viz., ability to express clearly in writing, verbal communication like expressing ideas clearly and confidently in speech, critical thinking skills, flexibility to successfully adapt changing situations and

environment persuading ability to convince others to discuss and reach agreement, teamwork for working confidently within a group, leadership quality to be able to motivate and direct others, planning and organizing capacity to be capable to plan activities and carry them through effectively, investigating, analysing and problem solving aptitude for gathering information systematically to establish facts and principles, numeracy to carry out arithmetic operations/understand data and computing skills as well as developing professionalism. Value and ethics like honesty and personal quality like responsibility, self-confidence and self-reliance are also very much essential for developing the employability for agricultural graduates. Considering this, the present investigation was conducted "Employability of post graduate scholars studying in VNMKV, Parbhani".

Materials and Methods

The study was undertaken using proportionate random sampling of postgraduate research scholars studying in 2nd year at College of Agriculture, Parbhani, College of Agriculture, Latur and College of Agriculture, Badnapur. The basic information regarding the postgraduate research scholars was collected from the PG Branch of VNMKV, Parbhani.

The data was collected using structured interview schedule and some scales developed by different scientists with slight modification and collected data was analysed using frequency, percentage, mean, standard deviation and class interval. The present study was conducted applying ex-post-facto research design.

To know the overall employability of the respondents, eleven indicators were selected and the weight age scores of these indicators were worked out on the basis of an extensive

review of literature on the subjects and previous studies taken up on the related subjects. The selected indicators were Fundamental employability aptitude, General knowledge about agriculture, Knowledge about current issues, Knowledge about Government policies on agriculture, Communication skills, Information Communication Technology skills, Ability to face interviews, Self confidence, Competition orientation, Habit of information collection, Attitude towards agriculture education

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

$$\text{Overall Employability Index} = \frac{(R_1/M_1)}{W_1} + \frac{(R_2/M_2)}{W_2} + \dots + \frac{(R_n/M_n)}{W_n}$$

Where,

R_1, R_2, \dots, R_n =Received score for each indicator by each respondent

M_1, M_2, \dots, M_n =Maximum score one can get for each indicator

W_1, W_2, \dots, W_n =Weightage score of each indicator received from experts

Objectives

To find out the employability of post graduate scholars studying in VNMKV, Parbhani

Results and Discussion

To know the overall employability of the respondents, eleven indicators were selected. The results obtained are given in Table 1. It is obvious from Table 1 that 62.50 per cent of the postgraduate scholars studying in VNMKV, Parbhani had medium level of fundamental employability aptitude, followed by 19.17 per cent and 18.33 per cent with low and high level of fundamental employability aptitude, respectively. It is evident that more than half (58.33 per cent) of the postgraduate

scholars studying in VNMKV, Parbhani had medium knowledge about agriculture, followed by 24.17 per cent with high and 17.50 with low knowledge about agriculture. The result shows that equal number (35.00 per cent) of the postgraduate scholars studying in VNMKV, Parbhani had medium as well as high level of knowledge about current issues followed by 30.00 per cent with low level of knowledge about current issues. It is observed that almost half (43.34 per cent) of the postgraduate scholars studying in VNMKV, Parbhani had high level of knowledge about Government policies on agriculture, followed by 30.83 per cent of the respondents with low level of knowledge and 25.83 per cent with medium level of knowledge about Government policies on agriculture and rural development. The results shows that more than half (67.50 per cent) of the postgraduate scholars studying in VNMKV, Parbhani had medium level of communication skills and 18.33 per cent of them had low level of communication skills. Rest 14.17 per cent had high level of communication skills. It is observed that more than half (60.83 per cent) of the postgraduate scholars studying in VNMKV, Parbhani had medium level of skills of using ICT tools followed by 23.33 per cent of them were with high level and 15.84 per cent with low level of skills of using the ICT tools. It is evident that more than half (55.83 per cent) of the postgraduate scholars studying in VNMKV, Parbhani perceived that they had high level of ability to face interviews, followed by 26.67 per cent of them were with medium and 17.50 per cent of them were with low level of ability to face the interviews.

The results show that more than majority (65.00 per cent) of the postgraduate scholars studying in VNMKV, Parbhani had perception that they possessed average level of self-confidence, while 19.17 per cent of the postgraduate scholars had high self-confidence and the least i.e. 15.83 per cent of them had poor level of self-confidence.

Table.1 Distribution of postgraduate scholars according to different indicators of employability

Sr. No.	Indicators of Employability	Frequency (F)	Per cent (%)
Fundamental employability aptitude			
1	Low	23	19.17
	Medium	75	62.50
	High	22	18.33
General knowledge about agriculture			
2	Low	21	17.50
	Medium	70	58.33
	High	29	24.17
Knowledge about current issues			
3	Low	36	30.00
	Medium	74	61.67
	High	10	8.33
Knowledge about Government policies on agriculture			
4	Low	37	30.83
	Medium	71	59.17
	High	12	10.00
Communication skills			
5	Low	22	18.33
	Medium	81	67.50
	High	17	14.17
Information Communication Technology skills			
6	Low	19	15.84
	Medium	73	60.83
	High	28	23.33
Ability to face interviews			
7	Low	21	17.50
	Medium	32	26.67
	High	67	55.83

Self confidence				
8	Poor	19	15.83	
	Average	78	65.00	
	High	23	19.17	
Competition orientation				
9	Poor	17	14.17	
	Average	76	63.33	
	High	27	22.50	
Habit of information collection				
10	Poor	18	15.00	
	Average	79	65.83	
	Excellent	23	19.17	
Attitude towards agriculture education				
11	Negative	18	15.00	
	Neutral	80	66.67	
	Positive	22	18.33	

Table.2 Distribution of post graduate scholars according to their employability

Sr. No.	Overall Employability	Frequency (F)	Per cent (%)
1	Poor	16	13.33
2	Average	78	65.00
3	High	26	21.67

The results show that a majority (63.33 per cent) of the postgraduate scholars studying in higher agriculture education had average level of competition orientation, followed by 22.50 per cent of them with high level and rest 14.17 per cent of them were with poor level of competition orientation. It is found that majority (65.83 per cent) of the postgraduate scholars studying in higher agriculture education had average level habit of

information collection, followed by 19.17 per cent of them with excellent habit of information collection and rest 15.00 of them were with poor habit of information collection. It is observed that more than half (66.67 per cent) of the postgraduate scholars studying VNMKV, Parbhani had neutral attitude towards agriculture education, followed by 18.33 per cent of them were with positive attitude and rest 15.00 per cent of

were with negative attitude towards agriculture education. It is observed from Table 2 that a majority (65.00 per cent) of the postgraduate scholars studying VNMKV, Parbhani had average level of overall employability, followed by 21.67 per cent of them had high level of overall employability.

Overall employability was measured considering eleven different indicators. It is interesting to note that least number (13.33 per cent) of the postgraduate scholars studying VNMKV, Parbhani had poor level of overall employability. Thus it can be concluded that a great majority (86.67 per cent) of the postgraduate scholars associated with employability had average to high level of overall employability.

The result indicates that the postgraduate scholars have taken enough efforts to inculcate superior level of employability. The syllabuses of bachelor and master degrees in agriculture discipline have been developed in such a way that any agricultural graduates can work effectively in various fields. The degree programme and various integral parts of whole syllabus are such that they assist students to explore the awareness, understanding and skills among the students and develop confidence and competence for solving problems related to agriculture. Thus, entire academic programme and other additional courses like RAWE programme are framed in such a way that agricultural graduates can develop their career as academician, research scientist, extension educationist, progressive farmer, entrepreneur, business man, administrator, bank officer, forest officer and business managers.

Thus, activeness from the side of scholar, nature of syllabus and motivating academic, infrastructural facility, regional international level library facility, ICT availability and other favourable atmosphere created by

authority, altogether might have played role for having average to high level of overall employability among majority of the postgraduate scholars studying in VNMKV, Parbhani.

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