

# A STUDY ON EMPLOYABILITY SKILLS OF FRESH ENGINEERING GRADUTES

<sup>1</sup>F. Christina Shirley, <sup>2</sup>Dr.M.Ravichandran

<sup>1</sup>Student, <sup>2</sup>Assistant Professor  
University college of Engineering,  
Anna University (BIT) Campus, Tiruchirapalli

**Abstract:** This study analyses the employability skills and implication in the fresh engineering gradutes. Every fresh graduate coming out of the college is concerned about the future. They are full of questions about how to survive in the job market, ticks to win and influence the recruiters during the job interview. Today graduates need not only the technical skills to perform specific tasks they also essentially need to have the employability skills set; aptitude, communication, problem solving, personal, interpersonal, high ordering skill and teamwork etc.

**Keywords:** Employability skill, Fresh Engineers, Employment

## INTRODUCTION

Employability skills can be defined as the transferable skills needed by an individual to make them 'employable'. Along with good technical understanding and subject knowledge, employers often outline a set of skills that they want from an employee. Therefore the engineering students are must have certain skills to gain a job. The skills are generic skills and lately known as employability skills. Employability has been defined as "the capability for gaining and maintaining employment". Skill is the ability to carry out a task with pre-determined results often within a given amount of time and energy.

## OBJECTIVE OF THE STUDY

1. To study the level of employability skills among the fresh engineering graduate.
2. To identify gap between in the the skills expected and actual observed among engineering student.

## REVIEW OF LITERATUURE

1. Nguyen Danh Nguyen, Yanagawa Yoshinari and Miyazaki shigeji, 2005. "University education and employment in japan students" perceptions on employment attributes and implications for university education", Emerald Group Publishing Limited Vol. 13 No.3, pp.202-218.
2. Robinson j.p., 2000. "What Are Employability Skills?", Community Workforce Development Specialist, Alabama Cooperative Extension System, Vol. 1, Issue 3.
3. Mohd.Sam, A.R. and Abu Baker, S and Kassim, K.A., 2004. "Inclucating Generic Skill for Civil Engineering Students through Final Year Project", conference on Engineering Education (CEE 2004), 14-15, kuala L umpur.
4. Lau Agnes and Pang Mary, 2000. "Career strategies to strengthen graduate employees' employment position in the Hong Kong labour market", Education + Training, Emerald Group Publishing Limited Vol. 42. No 3. Pp.135+149.
5. Divya Shukla (2012) the objective of the study was to identify the level of employability skill among the students. The differences based on the respondents' demography details and to facilitate the suggestive measure in this regard, T-test was used. The study concluded that the redesigning of the university curriculum with more apprenticeship and live industry projects will facilitate the pre job training which will surely enhance the employability among the graduates.
6. Gowsalya and Ashok Kumar (2015) the study investigated the existing literature in the field of employability skill prevailing in India. The focus of the literature survey was to review these employability skills like analytical skills, self-understanding, general management and work culture, leadership and problem solving ability and communication. The employability skill analysed in this literature survey included MBA graduates, engineering graduates as well as the University students also ranks in the employability skill of he respondents were in a need to improve the existing district. Being good at one skill cannot facilitate the competency in the other. The study concluded that, the recent day scenario is that the applicant who is multi-tasking can sustain.
7. Mishra, (2016) Studied the value of employers as well as employee towards employability skills necessary for the entry level engineering graduates in companies. The result suggest the engineering graduate should acquire a set of generic skills that is good communication, personal skills, presentation skills, Technical knowledge, leadership skills, self-assessment and goal setting.
8. Bianca K.& Peter F. (2004) Engineering is a profession directed towards the skilled application of a distinctive body of knowledge based on mathematics, science and technology, integrated with business and management, which is acquired through education and professional formation in a particular engineering discipline.

## WHAT IS ENGINEERING?

Engineering is a scientific field and job that involves taking our scientific understanding of the natural world and using it to invent, design, and build things to solve problems and achieve practical goals. This can include the development of roads, bridge, cars, planes, machines, tools, processes, and computers.

## WHAT IS AN EMPLOYABILITY SKILL

When employers look for potential employees they look for people with technical skills (actual product/service) as well as strong employability skills. Your portfolio has numerous examples of technical skills in your work sample section.

Employability skills are those work place skills which are more difficult to show. This section is a place for you to become familiar with the terminology as well as putting words into action. For example, at an interview you may be asked the question “Are you motivated?” working on this section of your portfolio will give you a better understanding of the questions and the ability to give specific examples to prove you are prepared for the job.

### FACTORS:

- Knowledge and abilities relating to a particular job;
- The ability to identify suitable job opportunities
- Self-presentation.

### THREE CATEGORIES OF EMPLOYABILITY SKILLS:

Transferable skills, Hard skills, and Soft skills. Your work experience and hard skills stated on your resume will help you get an interview. Your soft skills earn you the job.

### EMPLOYABILITY OF ENGINEERING GRADUATES

An engineering graduate with sound technical knowledge, pleasing personality and good communication skills was the best choice for the organization (Forbes, 2004).

However today, “Employability” doesn’t merely talk about attaining jobs (Atkins, 1999). It focuses on sustainability where the engineering professional can provide technical solutions to the society through innovation and best practices. Thus engineering employability skills can be defined as: ‘Ability to perform engineering related skills, knowledge and personal attributes to gain employment, maintain employment and succeed in the engineering field.’

In other words, employability skills are highly related to technical and non-technical skills or abilities.

### INTEGRATION OF EMPLOYABILITY SKILLS:

- Personal skills
- Interpersonal skill
- Technical skill
- Problem solving skill
- Creative thinking
- Leadership skill
- Self- assessment skill
- Communication skill

#### 1. Personal skill

The first impression is always the last impression. Personal skill is the way that a person dresses, the way a person styles his/her hair, the attitude that the person displays. Things required for presentation skills.

- Dress smartly
- Smile
- Speak clear
- Eye contact
- Be confident

#### 2. Interpersonal skill

Interpersonal skills are the skills you need to facilitate good relationships. These include skills such as being a good listener and the ability to communicate clearly. Sometimes called “people skills,” interpersonal skills can help you navigate relationships in professional and social situations.

- Teamwork
- Responsibility
- Dependability
- Leadership
- Motivation
- Patience

#### 3. Technical skill

Technical skills are the ability and knowledge needed to perform specific tasks. They are practical, and often relate to mechanical, information technology, mathematical, or scientific tasks.

- Subject knowledge
- Programming languages
- Common operating system
- Software proficiency

- Technical writing
- Data analysis

#### 4. Problem solving skill

The problem solving skills, they are often referring to the ability to handle difficult or unexpected situations in the workplace as well as complex business challenges. Organizations rely on people who can assess both kinds of situations and calmly identify solution.

- Identify the issues. Be clear about what the problem
- Understand everyone's solution
- List the possible solutions
- Evaluate the options

#### 5. Creative thinking

Creative thinking is a way of looking at problems or situations from a fresh perspective to conceive of something new or original. Critical thinking is the logical, sequential disciplined process of rationalizing, analysing, evaluating, and interpreting information to make informed judgments.

- Analysis
- Interpretation
- Decision making
- Open-mindedness
- Problem-solving

#### 6. Leadership skill

Leadership is both a research area and a practical skill encompassing the ability of an individual or organization to "lead" or guide other individuals, teams, or entire organizations.

- Awareness
- Honesty
- Relationship building
- Innovation

#### 7. Self-assessment

Employability skills are a critical component of college and career readiness, and the education and workforce communities are increasing their focus on how these skills can be embedded into instructional practice at all levels and in all content areas.

#### 8. Communication skill

Communication skills are the key to building relationships. The ability to communicate effectively and change your style accordingly is important throughout your working relations. It is important that you get along with colleagues, listen and understand instructions.

- Listening skill
- Speaking skill
- Written communication

#### IMPORTANCE OF SOFT SKILLS IN OUR LIFE IS AS FOLLOWS

1. The student can get better job
2. Good association
3. Good healthy environment
4. Peace of mind
5. Positive attitude.

#### CONCLUSION

The study was an effort to find the status of skill present in fresh engineering graduates. This study help us to give about the employability skills of engineering students. And it helps us to to known about the skills they posses and also the skill in which they are lack.

#### REFERENCES

- [1] Case J. M. and Light G. 2011. Emerging Methodologies in Engineering Education Research. Journal of Engineering Education. Vol. 100 (1): 186-210.
- [2] Bianca Kubler and Peter Forbes, 2004. "Student Employability Profiles Engineering", Enhancing Student Employability Coordination Team (ESECT), The Higheer Education Academy.
- [3] UNESCO (1984), Report of meeting of Research Design Team on Participation of institutions of Higher Education in development, University of Philippines, Philippines, 15-19 october :11.