

A NEED-GAP STUDY IN SKILLS SET FOR EMPLOYMENT IN ENGINEERING GRADUATE STUDENTS OF CHHATTISGARH

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ABSTRACT

Fresh engineering graduates need to possess and exhibit various employability skills to be employed, maintain the job and grow there. Various researchers through employers have identified the required employability skills any engineer need to acquire during his/her study and which makes the chance of getting a suitable employment. The various employability skills are Communication (Written and Spoken), Interpersonal Skills, Personal Presentation, Technical, Numeracy Application, Computer Proficiency and Information Technology, Learning, Logical and Creative Thinking, Problem-Solving, Research and Analysis, Decision Making, Managerial, Leadership, Teamwork etc. Employers opine that most fresh engineering graduates lack in these employability skills and thus are unemployable. This study tries to find out the status of employability skills in fresh engineering graduates passing out from various engineering institutions of Chhattisgarh. To know the gap the HR personnel of various organizations of Chhattisgarh through close-ended questionnaire were asked about the skills possessed by the fresh engineering graduates and further the employers' satisfaction level. The results validate the prevalent dissatisfaction of employers with the fresh engineering graduates. The findings highlight the various employability skills which are in demand in industry and also the fresh engineering graduates are mostly lacking on. The findings suggest that fresh engineering graduates must obtain and display the relevant employability skills to find suitable employment.

KEYWORDS: Fresh Engineering Graduates, Employability Skills, Employment, Unemployable