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## **EMPLOYABILITY SKILLS ASSESSMENT AMONG GRADUATES UNDER SDG 8**

***Annotation.** This research attempts to study the perception and students' understanding of the importance of employability skills. Education and Employability of the learning community determine the prospect of the nation's growth and empowerment. Employability skills among the learning community facilitate the country's individual development and economic rise. In this research, researchers have discussed the different skills required for the Employability of individuals and the dimensions that influence the graduate's employability mindset under SDG 8.*

***Key words:** SDG 8, Employability, graduates*

***Анотація.** Це дослідження намагається вивчити сприйняття та розуміння студентами важливості навичок працевлаштування. Освіта та можливість працевлаштування спільноти, що навчається, визначають перспективу зростання та розширення можливостей нації. Навички працевлаштування серед навчальної спільноти сприяють індивідуальному розвитку країни та економічному зростанню. У цьому дослідженні дослідники обговорили різні навички, необхідні для працевлаштування осіб, і параметри,*

які впливають на мислення випускника щодо працевлаштування відповідно до ЦСР 8.

*Ключові слова:* ЦСР 8, можливість працевлаштування, випускники.

**Introduction.** India is one of the world's youngest countries (population under the age of 25). Skills and Employability- India is one of the most pertinent countries with human resources to be adequately explored [1]. In comparison with developing countries, developed countries have grown at a faster rate. In India, urban areas are progressing faster than rural areas in economic growth and development. The government launched numerous programmes following Sustainable Development Goal 8 (SDG 8) to close the gap. SDG 8 supports employability-boosting skill development and fosters inclusive and sustainable economic growth, full and productive employment, and decent work for all [2]. Graduates entering the workforce face low employability rates every year, even in metropolitan cities like Chennai, Delhi and Bengaluru [3].

**Vision of Kaushalya (Skilled) Karnataka and Kushala (Prosperous) Karnataka.**

The objective is to equip 13.4 lakh current employees and new hires with the skills they need to find sustainable employment or other forms of self-employment. Karnataka has the potential to experience quicker economic growth through favourable demographic dividends by fostering skill development of the working population in general and the young in particular [5].

**The article aim.** This research paper aims to assess the employability skills under SDG8 among Graduates from Rural Karnataka. To explore the dimensions of employability skills and examine the influence of selected demographic profiles on employability skills.

**Scope of the study.** Assessment of Employability Skills Under SDG 8 is studied in this research. The study was conducted in Karnataka among college students to understand the students' perception and level of understanding of

the importance of employability skills for the growth of the individual and national economy.

**Methodology /Research Results.** The major trends in recent educational technology-based learning. A survey was conducted with questionnaires among 600 respondents. The data were gathered from a sample of Students residing in rural Karnataka. Multi-stage sampling Initially from each educational division sample -3 rural villages(Rural Bengaluru, Belgaum and Mysore) -educational institutions.

The convenience sampling method assessed the concerned target group depending on their willingness to participate in the survey [4].

### **Hypotheses.**

- There are significantly different dimensions of employability skills based on the demography of the respondents.
- There is a significant difference in factors and dimensions of employability skills.
- Skills have a significant effect on Employability.

### **Employability Skills Considered for the Study.**

- Communication Skills
- Teamwork Skills
- Self-management Skills
- Problem-Solving
- Initiative and enterprise skills
- Planning and Organizing Skills
- Learning Skills
- Technology Skills

### **Target Groups and Study Area.**

- The target groups for the quantitative part comprised graduate students in **rural Karnataka** from the four educational divisions,
  - **Bangalore(09):** Bangalore, Bangalore (R), Ramanagar, Chitradurga, Kolar, Chikkaballapur, Shimoga, Tumkur and Davanagere.

- **Belgaum(07):** Belgaum, Bijapur, Bangalkot, Dharwad, Gadag, Haveri, and Uttara Kannada **Gulbarga(06):** Bellary, Bidar, Gulbarga, Raichur and Koppal, Yadgir) and

- **Mysore(08)** Chikmagalur, Dakshina Kannada, Udipi, Hassan, Kodagu, Mandya, Mysore and Chamarajanagar (Table 1 - 3).

**Table 1**

**Major employment sectors as per skill development by 2030**

<b>Sectors</b>	<b>Number</b>	<b>Percent</b>
Tourism, (Until 10 to 15 working population)	50,00,000	30,12
Information Technology/ Biotechnology, Construction Environmental, Science	40,00,000	24,10
Construction	20,00,000	12,05
Human Resource exports	15,00,000	9,04
Education	10,00,000	6,02
High-Tech Industries (Small and Medium)	10,00,000	6,02
High-Tech Agriculture/ Gardening, Animal Husbandry and Food Processing	10,00,000	6,02
Health care	5,00,000	3,01
Banking , Finance, Insurance, etc.	3,00,000	1,81
Textiles	3,00,000	1,81
<b>Total</b>	<b>166,00,000</b>	<b>100,00</b>

**Table 2**

**Anova on Demography and Significance with Employability Skills**

<b>Skills</b>	<b>Education</b>	<b>Family Income</b>	<b>Parent's Education</b>	<b>Internship/ Part time</b>
Communication Skills	0,994	0,812	0,002	0,813
Teamwork Skills	0,54	0,002	0,001	0,001
Self-Management	0,433	0,202	0,012	0,136
Problem-Solving	0,613	0,66	0,45	0,61
Initiative and Assertiveness Skills	0,086	0,698	0,63	0,13
Planning and Organizing Skills	0,503	0,212	0,78	0,201
Learning Skills	0,691	0,913	0,21	0,922
Technology Skills	0,632	0,281	0,56	0,081

**Table 3****Anova on Students' Perception of the Impact of Skills on Employability**

<b>Skills</b>	<b>Perception of Impact on Employability</b>
Communication Skills	0,632
Teamwork Skills	0,241
Self-Management	0,003
Problem-Solving	0,002
Initiative and Assertiveness Skills	0,541
Planning and Organizing Skills	0,341
Learning Skills	0,001
Technology Skills	0,004

**Research Results.** United Nation(UN), states that Education Institutions and Industry Partners should align to empower students to impart employability skills to make humans more powerful, resourceful and meaningful globally. There is a need for Competency assessment in the entry and exit of graduates [6]. Connecting employed Alumni to give throwback sessions for learning graduates to bridge the perception gap is much required in educational institutions.

The research paper has studied that, beyond education and experience, employability skills are much required for employment and empowerment of the young learning community [7].

**Future Research Scope.** A comparative study among the graduates in rural and urban concerning selected skills enhancing the probability of success in employment. A relative empirical skills study can be conducted considering the acquired skills and industries' job needs. The study focusing on employability training based on Employability needs and its effect on students' readiness for employment can also be studied.

**Conclusion.** The research paper has studied that, beyond education and experience, employability skills are much required for employment and empowerment of the young learning community. Team working skills, Problem-

Solving Skills, Planning skills etc, are important and are mostly ignored by graduates during their learning period.

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