

## DIMENSIONAL ASPECT OF EMPLOYABILITY

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### ABSTRACT

Employability is much debated and researched topic where as dimensions of employability in Indian scenario is yet to explore. Dimensions refer to the ways and means through which the Employability of a person is groomed and grooved to present day challenges and situations. Dimensions matters lot and has significant impact in nurturing the Employability of an individual. Dimensions have both internal and external influences, which conglomerates to affect the Employability of the person. As the Employability concept is under perpetual transition and transformation, the dimensions varies but under broad spectrum of circumstances. The objective of this study is to light up the dimensions of employability in Indian Scenario in pre and post employment scenario.

**KEYWORDS:** Dimensions, Employability

### INTRODUCTION

Employability is the ability to enthrall the employers with disputable capabilities to optimise personal development and job growth

---Terence Chiew

Employability have been perceived and conceived as one-dimensional concept centring individual but actually, it is a multi dimensional concept. Multidimensionality of the concept makes it wider and broader research scope and significant. As always said it is not a static concept but a dynamic one and so the factors involved in each & every dimensions vary. Synergy the concept with other dimensions makes it much preferred and referred topic. Confluence of dimensions along with its factors has significant impact in nurturing and developing the employability of an individual.

### Background of the Study

According to ICEF monitor (2015), Most of the graduates from Indian higher education are not receiving an education that sufficiently prepares them for the demands and opportunities of the country's rapidly changing economy.

According to FICCI Higher Education Summit (2014), Low employability of graduates is driven by factors like out-dated curricula, shortage of quality faculty, high student-teacher ratios, lack of institutional and industry linkages and lack of autonomy to introduce new and innovative courses.

### Definition for Employability

The additional consideration of vital demand, personal circumstances and other factors that influence the employability of people in a particular labour market, or at a particular time, and so are fundamental to those people

gaining or changing employment (McQuaid, Green and Dan son, 2005:194)

### Unemployment and UN Employability

Unemployment refers to a state where sufficient numbers of individuals with requisite qualifications as well as capacities & capabilities who are employable are available but proportionate opportunities are not in place.

UN employability is a state where plenty of opportunities and demand is there where as individuals are having educational qualifications but when capacity & capabilities are worked out seems to be abysmal.

## REVIEW OF LITERATURE

According to Norman E. Amundsen (2013), the current schema of employability dimensions includes a category called job / work maintenance, it is clear that what is being discussed in the recent career literature goes far beyond what currently exists. He suggests the term “career growth” as a new employability dimension (the sixth theme area – placed after job / work maintenance. With this addition, there would be clear recognition of the need to focus on issues of career movement and change.

Iva Keighley (2015), there are 5 possible Employability Dimensions (stages)

- Inner/ Self-Exploration / Decision Making (Who Am I?),
- Outer Exploration/ Skills Enhancement (What’s Out There?),
- Outer Exploration/Job Search Enhancement,
- Job/Work Maintenance,
- NEW Career Growth/Work Advancement

According to Chris Buffett and associates (2010), the employability dimensions are as follows:



**Figure 1**

According to R. Adams (2016), the following are six dimensions of employability.

- Assessment / Self-Assessment -- Identifying Strengths and Needs!
- Career Awareness, Exploration & Planning -- What they Know and Need to know!
- Pre-Employment / Transition Planning -- Getting “Ready for Work”
- The Job Search -- Finding the Right Job!
- Beginning Employment - - Ready, Set, Go to Work!
- Retaining Employment / Advancing Your Career -- Keeping the Job & Moving Up!

### **Objective of the Study**

The objective of the study is to find out the the dimensions involved in employability in both pre and post employment stage.

### **Scope and Significance of Study**

The study is pertinent since it converges the dimensional aspect of employability in a multifaceted platform. The study unravels the less trodden path of employability in pre and post employment stage.

### **Research Methodology**

The study is a conceptual framework on dimensional aspect of employability. Based on focus group discussions conducted at industries situated in and around Chennai and by reviewing literature, we have classified the dimensions as follows.

### **Dimensions of Employability**

Broadly, dimensions of employability can be classified as intrinsic and extrinsic domains.

Factors classified in intrinsic domain are

- Personal,
- Family,
- Psychological/cognitive,
- Demographical,
- Educational,
- Intrapersonal

Factors classified in extrinsic domain are

- Societal,
- Professional,
- Interpersonal
- Economical,
- Peer group,

### **Intrinsic Domain**

Intrinsic domain refers to the factors, which are innate and internal referring an individual.

Personal factors refer to goal orientation, presenting self, knowledge acquired, adaptability, hard work, attitude, dedication and problem solving capacity. Goal orientation refers to die hard dream towards the goal to be achieved, presenting self refers presenting ones towards the society, and knowledge acquired refers to the theoretical, practical and application level competency acquired through formal as well as informal education. Adaptability means getting along with

circumstances or situations without diluting ones identity. Hard work refers to the time spend for acquiring the skills. Attitude refers to likes and dislikes of the person. Dedication refers to mind level involvement in the activity. Problem solving capacity refers to amicable resolution of the issues.

Family refers to openness of mind nurtured in the individual through family practices. Parenting as well as parental education gives a phenomenal outlook about the society as well as the industry. Empathetic attitude also groomed in the family itself.

Psychological/cognitive refers to tolerance and ability to withstand pressure. Tolerance refers to self-controlled response to external stimuli. Ability to withstand pressure means work pressure and ability to handle it.

Demographical factors refer to gender, age and background of the individual.

Education refers to level of education and academic accomplishments.

Intrapersonal refers to confidence and team spirit aspect of an individual.

### **Extrinsic Domain**

Intrinsic domain refers to the factors, which are external referring an individual.

Societal factor refers to the social& cultural beliefs, practices, traditions and customs that are assimilated by the individual which are influencing and paving the way for employability aspects.

Professional refers to the support, guidance, training, mentoring, appraisal; pay packages the employee is receiving should be motivating and instrumental in moulding the individualistic employable aspects.

Interpersonal refers to the characteristics such as communication and flexibility demonstrated by the individual for successful team making.

Economical aspect refers to both parental and personal financial conditions which promulgates the employability aspect.

Peer group refers to the association of the individual, which has strong and significant impact on the individual.

### **CONCLUSIONS**

Dimensions and factors discussed and reviewed in this paper are inter connected and interdependent in pre and post employment stage. Dimensions and factors are the outcome of the focus group discussion of the employees working in various organisations in and around Chennai. Dimensions and factors contoured are pertinent and pivotal in enhancing the employability aspects of the individual.

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