

## PERCEIVED EMPLOYABILITY AMONG MBA STUDENTS OF TRIPURA

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### **ABSTRACT:**

*Nowadays, employability is a burning issue, not only in India but all over the world. It is related to the development of any country because two important sectors, the economy, and education, are related. In the current service market, management institutes are becoming more demanding institutions. To meet the current situation requirements, these institutes are trying to revise their syllabus, keeping in mind the corporate world's expectations. However, there is a rising gap between the workforce of organizations and the output provided by educational institutions. According to a recent study by MeritTrac, an independent evaluation company, it is found that there are around 1,400 MBA institutes in India, which are around 1,00,000 MBA students, of which only 23% MBA students are fit for the job. Corporates to require 1, 28, 000 MBA students in India. This indicates an employment problem of human capital, and there is a need to solve these problems. Even after getting educated, youth face difficulties in getting jobs. One of the important reasons is that they are educated, but they lack employability. Nowadays, all companies are paying special attention to education as well as employability. To get a job in any field, it is essential to be employable. Employability not only helps to get a job but also help to sustain our job. It's one type of skill that helps the individual find a new job, sustain and maintain their job. Behind our success is a huge roll of our own perception. We rarely attempt to perform a task when we expect to be unsuccessful. That is why, along with employability, perceived employability is essential for jobs. Perceived employability means individuals' perception of their ability to find new, equal, and better job/employment. The present study's main aim is to find out the status of perceived employability among MBA students of Tripura. The study is based on primary data. The total sample of the study is 125 MBA students of Tripura that are collected through random sampling.*

**Keywords:** - Perceived employability, Employability, Job, Educated Youth.

## INTRODUCTION:

Nowadays, employability is a burning issue, not only in India but all over the world. It is related to the development of any country because two important sectors, the economy, and education, are related. According to the Centre for Monitoring Indian Economy (CMIE), India's unemployment rate was 7.7 percent in December 2019, and the Tripura state on the top with the highest unemployment rate of 28.6 percent. Another report of CMIE revealed that the unemployment rate among higher education sections touched 13.2 percent during September-December 2018, compared to 12.1 percent reported in the year September-December 2017, which is very high compared to uneducated people with 0.08 % in 2018.

In India, Youths are the most important part of the population. They play a vital role in the development of the country. Most youths select some professional courses such as MBA, MCA, MTECH, etc., to enhance their employability. Management course is one of the likable courses among youth and management institutes becoming more demanding institutions, in the current service market. To fulfill the current situation requirements, these institutes are trying to modify their syllabus to keep in mind the business world's expectations. However, there is a growing gap between the workforce of organizations and the output provided by educational institutions. According to a recent study by MeritTrac, an independent evaluation company, it is found that there are around 1,400 MBA institutes in India, which are around 1,00,000 MBA students, of which only 23% MBA students are suitable for the job.... Corporates need 1,28,000 MBA students in India. This indicates that there is a gap between supply and demand. Even after getting educated, youth face difficulties getting jobs, so it is essential to know the reason for this gap.

One of the important reasons is that they are educated, but they lack employability. Nowadays, all companies are paying special attention to education as well as employability. To get a job in any field, it is essential to be employable. Employability not only helps to get a job but also help to sustain our job. It's one type of skill that helps to the individual to find a new job, sustain and maintain their job. Behind our success is a huge roll of our own perception. We rarely attempt to perform a task when we expect to be unsuccessful. That is why, along with employability, perceived employability is very important for jobs. Perceived employability means perception of individuals about their ability to find new, equal and better job/employment. Perceived employability play a vital role in the getting employment as well as career success of individual. Employability is a predictor of career success (Forrier&Sels, 2003; Hall, 2002; Van der Heijde& Van der Heijden, 2006). Perceived employability is not only related to our career success as well as related to our health and well-being ((Berntson&Marklund, 2007).

Further it also found that workers have high levels of employability are more able to coping with job insecurity (Fugate, Kinicki, & Ashforth, 2004), better job performance (Kinnunen, Mäkikangas, Mauno, Siponen, & Nätti, 2011) as well as enhanced organisational effectiveness (Rothwell & Arnold, 2007).

Therefore, it is very important for Higher Education Institution that not only give focus on the development of the skills, knowledge, attitudes and behaviours associated with graduate employability but also fostering heightened Perceived Employability and therefore self-confidence among future graduates that they will persist in an increasingly competitive job market.

To highlight the importance of enhancing Perceived Employability further, it's important to know what Perceived Employability is and what factor influence Perceived Employability?

### **Perceived Employability**

Perceived Employability is a complex and multidimensional phenomenon because it can be viewed differently, such as internal and external. The internal dimension includes person-specific factors like vocational and specific job skills (Hillage and Pollard 1998) or the potential to learn (Lane et al. 2000), while the external dimension is commonly referred to as the state of the labour market (Kirschenbaum and Mano-Negrin 1999; Lane et al. 2000). Rothwell and Arnold (2007), who highlight that employability can be viewed as having both internal and external dimensions. Perceived Employability has been also explained by the view of the employee and the students. In the view of employee perceived employability mainly focused on the ability to find a new job and individuals' perception of employability was shown as highly related to their human capital, more specifically education and competence development (Berntson, Sverke, and Marklund 2006; Wittekind, Raeder, and Grote 2010). Vanhercke et al.'s (2014, 594) define perceived employability as the individual's perception of his or her possibilities of obtaining and maintaining employment. Yorke (2004) defines employability as a set of achievements, skills, understandings and personal attributes, that make graduates more likely to gain employment and be successful in their chosen occupations, which benefits themselves, the workforce, the community and the economy. Yorke's definition also places focus on quality and sustainability of employment, a theme reflected by others (e.g. Fugate, Kinicki, and Ashforth 2004), who stress the future-oriented nature of employability, with a need for adaptability and transitioning in future career market places.

### **Factor Influence Perceived Employability**

On the basis of definitions of perceived employability, it's recognize that employability requires the possession of

skills, but also personal attributes. On the basis of nature of Perceived Employability there are mainly two type of factors i.e. external and internal that Influence Perceived Employability of individuals. External factor such as labour market experience, 'type' of employment (Berntson et al., 2006; Kirves, Kinnunen, & De Cuyper, 2014); employment mobility (Wittekind et al., 2010) and internal factor such as job-related skills, personal skills and attributes (Berntson et al., 2006; Wittekind, Raeder, & Grote, 2010) related to perceived Employability of individuals.

This studies conducted with MBA students that give focus on self-perceived employability as 'the perceived ability to attain sustainable employment appropriate to one's qualification level' (Rothwell, Herbert, and Rothwell 2008). The main aim of the present study is to find out the status of perceived employability among MBA students of Tripura. The study is based on primary data. The total sample of the study is 125 MBA students of Tripura that are collected through random sampling.

### **OBJECTIVES:**

1. To investigate the status of perceived employability among MBA students of Tripura
2. To analyze perceived employability among MBA students of Tripura with respect to gender
3. To analyze perceived employability among MBA students of Tripura with respect to institutions

### **HYPOTHESIS:**

1. There is no significance gender-difference in perceived employability among MBA students of Tripura
2. There is no significance difference in perceived employability among the MBA students of Tripura with respect to institutions

### **RESEARCH METHOD:**

The Researcher is following descriptive research method to investigate the problem.

### **POPULATION OF THE STUDY:**

Polit and Hungler (1999) refer to the population as an aggregate or totality of all the objects, subjects or members that conform to a set of specifications.

In this study the population was MBA students admitted in different institution in Tripura state.

## SAMPLE USED FOR THE STUDY:

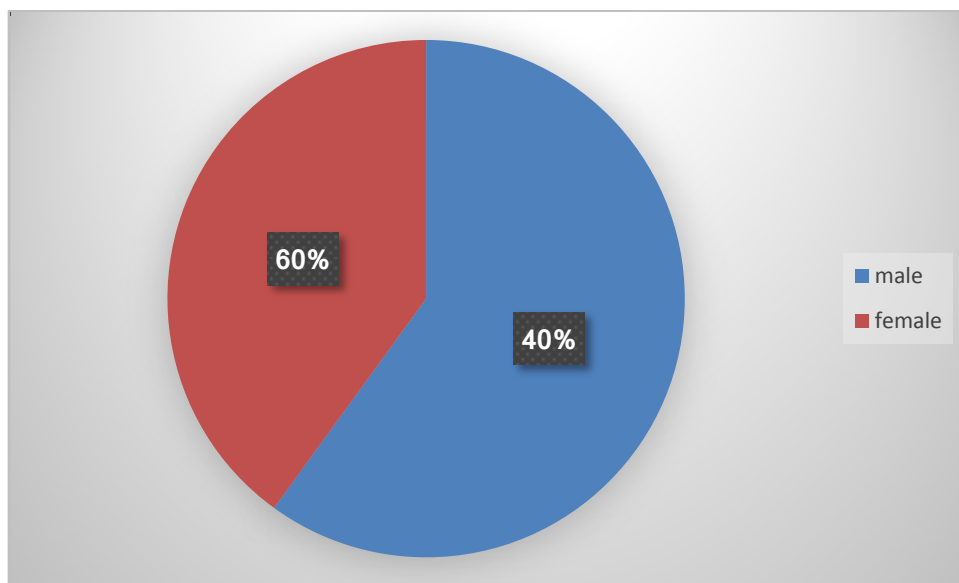
Sample is a small proportion of a population selected for observation and analysis. According to Sukhia (1966) “A good sample of population is the one within which restriction imposed by its size will produce that characteristics of the population with the greatest population accuracy”. It is not only difficult, but also rather impossible to utilize the entire population for the study. Therefore, a sample of the whole population is taken for research studies.

The validity and reliability of the findings of a study is determined largely by the selection of the sample on which the tools for a data collection are administered. The sample selected should represent the population in all its diversity.

In this study, the investigator selected Final year MBA students From Tripura state.

Sample of the study is 125 MBA students from the Tripura University (A Central University) , National Institute of Technology(NIT), Tripura and ICFAI University, Tripura that is collected through Simple Random Sampling. In Total sample 75 students are male and 50 students are female.

**Figure No. 1 Showing Percentage of Sample distribution of Male and Female Students**



**Table 1. Sample Distribution**

No. of Universities	No. of Students
Tripura University (A Central University)	40 (Male=25, Female=15)
ICFAI University, Tripura	30(Male=20, Female=10)
National Institute of Technology(NIT), Tripura	55(Male=30, Female=25)

**Tool Used for Data Collection:**

The tool used for data collection in this study was a questionnaire. In order to collect data Perceived Employability scale, standardized tools were used.

**Perceived Employability Scale:** To measures perceived employability of Tribal students of professional courses in Tripura, perceived employability Scale which is developed by K. P. Naachimuthu were used in this study.

**Description of Perceived Employability scale:** This tool was total 39 items. It was divided into three dimension namely Value of Pursuing Course, Insecurity and Stress, Skills and Knowledge.

**Data collection procedures:**

The tool was administered personally by the researcher on the Students and the sample was asked to be responded to the statements. Before giving the tool to the participants, the researcher explained the purpose of the present investigation. Directions given on the cover sheet were read out to the participants and specific instructions were given. After completion of the tool by the sample, they were collected to put to statistical treatment.

**Scoring Procedure:**

**Perceived Employability Scale:** The scoring of the Perceived Employability Scale was done in the following manner.

This Scale contains 39 items. This is five-point rating scale (Strongly Agree/ Agree / Undecided / Disagree / Strongly disagree). A Maximum score of 5 was given to the response 'Strongly agree'. a score 4 was given to the

response ‘Agree’, a score 3 was given to the response ‘Undecided’, a score 2 was given to the response, ‘Disagree’ and 1 was given to the response, ‘Strongly disagree’.

**Statistical Procedure**

**Objective1:** To investigate the status of perceived employability among MBA students of Tripura

- Mean and percentage was used to fulfill the first objective.

**Objective 2:** To analyze perceived employability amongMBA students with respect to gender

- Mean, SD, and t Value was used to fulfill the third objective.

**Objective 3:** To evaluate perceived employability among MBAstudents with respect to institutions

- Mean, SD, and t Value was used to fulfill the third objective.

**DATA ANALYSIS AND INTERPRETATIONS**

The analysis of the data is a process of applying statistics to test the hypothesis, to describe and illustrate the data. For the present study researcher has used descriptive and inferential data analysis.

Apart from descriptive statistics (mean, SD) inferential statistics like ‘T’ test and ANOVA was applied in excel for the verification of hypothesis as the testing hypothesis.

**OBJECTIVE NO. 1:** To investigate the status of perceived employability among MBA students of Tripura.

There was an objective “To investigate the status of perceived employability among MBA students of Tripura” perceived employability scale was administered. Result are shown in term of percentage in **Table No.1.3**

Score	Category	No. of Students	Total sample	Percentage
111 and above	High Score	25	125	20
78 to 110	Average Score	55	125	44
39 – 77	Low score	45	125	36

**Figure 1.1 Showing the percentage analysis of perceived employability among MBA students of Tripura through Pie Diagram**

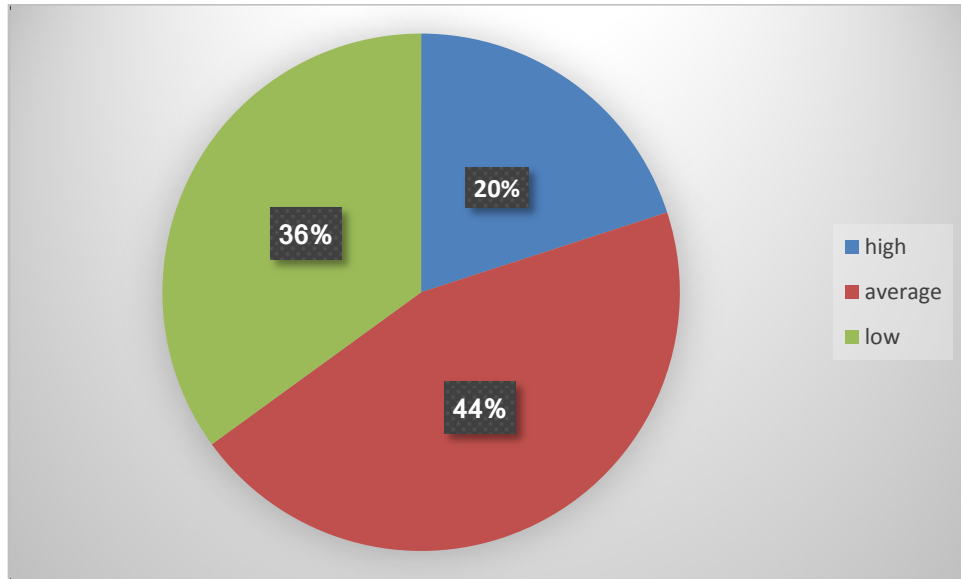


Table 1.3 and Figure 1.1 reveal that 25 out of 125 students i.e. 20 % lies under High Score of perceived employability. 55 out of 125 students i.e. 44% lies under Average Score. Whereas 45 out of the 125 sample of students i.e. 36% lies under Low Score of perceived employability.

**TABLE NO. 1.4 Showing Mean value of different dimension of perceived employability of MBA students of Tripura.**

Dimension	Mean
Value of Pursuing Course(V)	49.81
Skills and knowledge(S)	39.43
Insecurity and stress(I)	52.23



**Figure No. 1.2 Showing Mean Value of dimension of perceived employability of MBA students of Tripura through bar chart.**

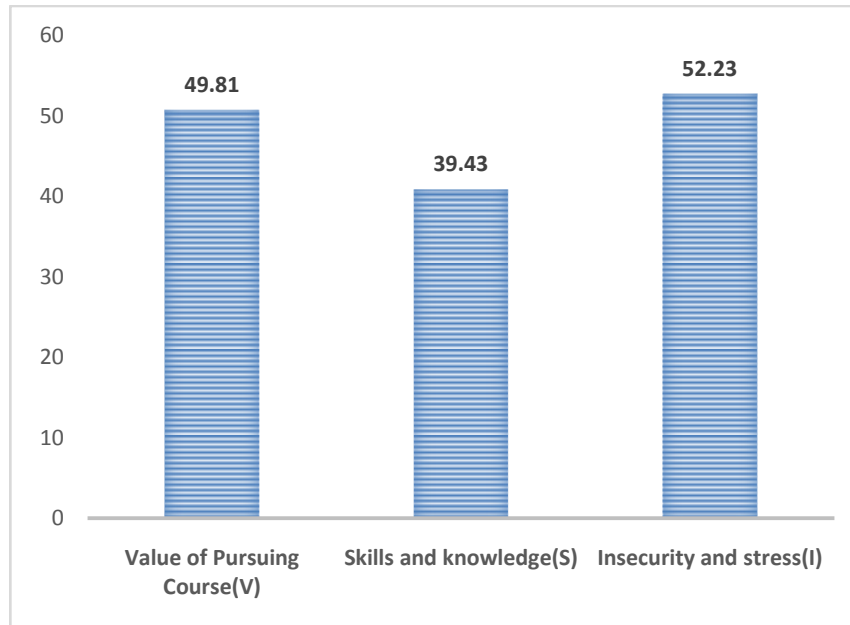


Table 1.4 and Figure No.1.2 reveal that mean of the Value of Pursuing Course, Skills and Knowledge and Insecurity and stress is (49.81, 39.43, 52.23) respectively among MBA students of Tripura.

**Table no. 1.5 Showing the percentage of MBA students of Tripura who gets high score in different dimension of perceived employability.**

Dimension	No. of Students	Total sample	Percentage
Value of Pursuing Course(V)	37	125	29.6
Skills and knowledge(S)	13	125	10.4
Insecurity and stress(I)	75	125	60

Above table shows that 29.6% students obtained High score in the Value of Pursuing Course(V) and 10.4% students in Skills and knowledge(S) that indicate they are confidence in securing employment in the future.60% students obtained High Scores in the Insecurity and stress(I) dimension that indicates the students feeling of anxiousness/insecurity about getting a job in the future.

**OBEJECTIVE NO. 2:** - To analyze perceived employability among MBA students of Tripura with respect to gender.

In order determine significance difference between perceived employability of female and male MBA students of Tripura mean, SD and t-value was calculated.

**Table- 1.6 Comparison of perceived employability of Male and Female Tribal Students of professional courses.**

	Male	Female	T-value
<b>N</b>	75	50	10.02
<b>Mean</b>	146.01	114.3	
<b>SD</b>	11.197	23.77	
<b>Mean Difference</b> 31.71		<b>Df</b> 123	<b>Two tailed P-value</b> 0.0006

*T-value at 0.05 level=1.99 and t-value at 0.01 level-2.63*

Above table 1.6 shows that mean and SD value of perceived employability of male and female students are (146.01,114.3) and (11.197,23.77) respectively. The obtained value of ‘t’ for perceived employability of male and female MBA students of Tripura is more than table value of t at 0.01 level. This infers that the difference between the perceived employability means of male and female MBA students of Tripura is significant.

The same result has been achieved by calculating two tailed p-value obtained from t-value is  $0.0006 < 0.05$ , which is statistically significant.

Hence, the null hypothesis “**There is no significant difference between perceived employability of male and female MBA students of Tripura**”, is rejected. Therefore, it can be concluded from given analysis that gender is a differential point for perceived employability.

**Objective 3:** To evaluate perceived employability among MBA students of Tripura with respect to institutions

In order determine significance difference between perceived employability of MBA students of Tripura in different institution ANOVA was calculated.

**Table- 1.8 Mean and SD of perceived employability of MBA Students of Tripura in different institution**

	<b>NIT, Tripura</b>	<b>ICFAI University, Tripura</b>	<b>Tripura University</b>
<b>N</b>	55	30	40
<b>Mean</b>	128.38	135.1	138.8
<b>SD</b>	25.54	23.43	18.49

**Table- 1.9 ANOVA Table of perceived employability of MBA Students of Tripura in different institution**

<b>Source of Variation</b>	<b>SS</b>	<b>df</b>	<b>MS</b>	<b>F</b>	<b>P-value</b>	<b>F crit</b>
<b>Between Groups</b>	2637.470182	2	1318.735091	2.494503178	0.086739326	3.070512156
<b>Within Groups</b>	64496.08182	122	528.6564083			
<b>Total</b>	67133.552	124				

Above table 1.8 shows that mean and SD value of perceived employability of MBA students of Professional courses of NIT, Tripura, ICFAI University, Tripura and Tripura University(A Central University) are (128.38,135.1,138.8) and (25.54,23.43,18.49) respectively.

Table 1.9 shows that The obtained value of ‘ANOVA’ for perceived employability of MBA students of Tripura in different institution is less than F crit value. This infers that the difference between the perceived employability MBA Students of Tripura in different institution is not significant.

The same result has been achieved by calculating two tailed p-value obtained from F-value is  $0.08 > 0.05$ , which is statistically not significant.

Hence, the null hypothesis “**There is no significant difference between perceived employability of MBA students of Tripura with respect to institution** “, is accepted. Therefore, it can be concluded from given analysis that institution is not a differential point for perceived employability.

## RESULT AND DISCUSSION

In this study it was found that 44 % MBA students have average perceived Employability, 36% MBA students have low perceived employability whereas only 20% MBA students show high perceived employability in Tripura state. Further, it was found that mean score of stress and insecurity is high and mean score of skills and knowledge is low in MBA students of Tripura. In further analysis it was also found that 60 % MBA students have high score in insecurity and stress dimension i.e. student who believe that their course prepare them for employment also have insecurity and stress about getting employment in future. In the context to gender study found that male have more perceived employability than female MBA students this is in accordance with previous literature, which has repeatedly demonstrated the males have greater self-perceived employability than females(Rivera 2011, Tomlinson 2012,) whereas not supported to gender have no impact (Sok, Blomme, and Tromp 2013, Morrison 2014, and Jackson and Wilton 2017). In the context to institution doesn't play significant role in the development of perceived employability among MBA students of professional course.

## CONTRIBUTIONS

This paper improves understanding of the student's perception of their own employability and may be useful to public administrators, higher education institutions, human resource development professionals, students, and researchers. It helps to university to enhance student confidence and their understanding of the value of different attributes and capabilities, universities must establish varied opportunities for gaining relevant work experience so that students stress and insecurity related to find employment in future may be reduce. They must highlight the importance of this and encourage students to actively seek their own opportunities, given competition for places.

## LIMITATIONS AND FUTURE DIRECTIONS

This study is limited by the small sample size. This study includes only management course and only three universities was considered, and so the results should not be generalized to different contexts. This study describes only what and how much not why.

Areas of further research abound and include: analysis of the skills and attributes their relation to perceived employability; different demographical variables such as age, family background etc.; frameworks to explore determinant of perceived employability, comparative study of perceived employability among general, schedule cast and schedule tribe students. One further research area that springs to mind is that most of research on perceived employability was done on students of professional course why not on students of general education. In

simple word students who are pursuing their graduation or post graduation in general education also include in the area of research of perceived employability. Further research also includes that students who have high academic achievement also have high perceived employability and language of their schooling education also affect their perceived employability?

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