

A Peer Reviewed Refereed Journal

STATUS OF PERCEIVED EMPLOYABILITY WITH SPECIAL REFERENCE TO STUDENTS OF PROFESSIONAL COURSES IN TRIPURA

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ABSTRACT

Tribal Youths are the most important part of the population. They play very important role in the development of the country. Last few years their gross enrollment ratio in higher education has increased from 11.0% in 2011-12 to 14.2% in 2015-16 (AISHE 2015). It indicates that numbers of educated tribal youth have been increasing. But despite this, their performance is not good in the job sector. The Asian Centre for Human Rights states that “.. ‘Non-availability of eligible candidates’, ‘no suitable candidates found’ is main reason for the under-representation of Scheduled Tribes and pending vacancies in Central Government services (ACHR 2013). Even after getting educated, tribal youth face difficulties in getting jobs. One of the important reasons is that they are educated but they lack the employability. Now-a-days all companies are paying special attention to education as well as employability. To get a job in any field, it is very important to be employable. Employability not only helps to getting a job but also helps to sustain our job. It's one type of skill that helps an individual to find a new job, sustain and maintain their job. Behind our success is a huge role 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. The main aim of present study is to find out the status of perceived employability among tribal students of professional courses in Tripura. The study is based on primary data. Total sample of the study is 40 post graduate tribal students of professional courses that is collected through random sampling.

KEYWORDS: *-Perceived employability, Employability, Job, Educated tribal Youth.*

INTRODUCTION

According to Centre for Monitoring Indian Economy (CMIE) India's unemployment rate is 7.7 per cent in December 2019 and Tripura state on the top with highest unemployment rate of 28.6 per cent. An another report of CMIE revealed that the unemployment rate among higher education section touched 13.2 per cent during September-December 2018, as compared to 12.1 per cent reported in the year September-December 2017 which is very high in compare to uneducated people with 0.08 % in 2018.

In India Tribal Youths are the most important part of the population. They play very important role in the development of the country. Last few years their gross enrollment ratio in higher education has increased from 11.0% in 2011-12 to 14.2% in 2015-16 (AISHE 2015). Its indicate that numbers of educated tribal youth have been increasing. But despite this, their performance is not good in the job sector. Unemployment rates among schedule tribe who have completed a diploma/certificate education are high 5.5 percent in compare to others 4.9 according to National Sample Survey Organisation (NSSO). Even after getting educated, tribal youth face difficulties in getting jobs so it is very important to know what is reason for this gap?

The Asian Centre for Human Rights states that “...non-availability of eligible candidates”, „no suitable candidates found“ is main reason for the under-representation of Scheduled Tribes and pending vacancies in Central Government services (ACHR 2013). One of the important reasons is that they are educated but they lack the employability. Now-a-days all companies are paying special attention to education as well as employability. To get a job in any field, it is very important to be employable. Employability not only help to getting a job but also helpful for sustain our job. It's one type of skill that help to individual to find a new job, sustain and maintain their job. Behind our success is 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 in different dimension 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 factor 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 postgraduate participants 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 present study is to find out the status of perceived employability among tribal students of professional courses in Tripura. The study is based on primary data. Total sample of the study is 40 post graduate tribal students of professional courses that is collected through random sampling.

OBJECTIVES

1. To investigate the status of perceived employability among Tribal students of professional courses in Tripura
2. To examine the perceived employability among Tribal students with respect to course
3. To analyze perceived employability among Tribal students of professional courses with respect to gender
4. To analyze perceived employability among Tribal students of professional courses with respect to institutions

HYPOTHESIS

1. There is no significance difference in perceived employability among the Tribal students with respect to courses
2. There is no significance gender-difference in perceived employability among the Tribal students of professional courses
3. There is no significance difference in perceived employability among the Tribal students of professional courses 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 Tribal students admitted in professional courses 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 tribal students of Professional course who were doing their Post Graduation and entered in last semester of course in Tripura Universities and National Institute of Technology(NIT), Tripura.

Sample of the study is 40 tribal students of Professional course such as MBA and M. TECH from the Tripura University (A Central University) and National Institute of Technology(NIT), Tripura that is collected through Simple Random Sampling. In Total sample 20 students are male and 20 students are female.

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

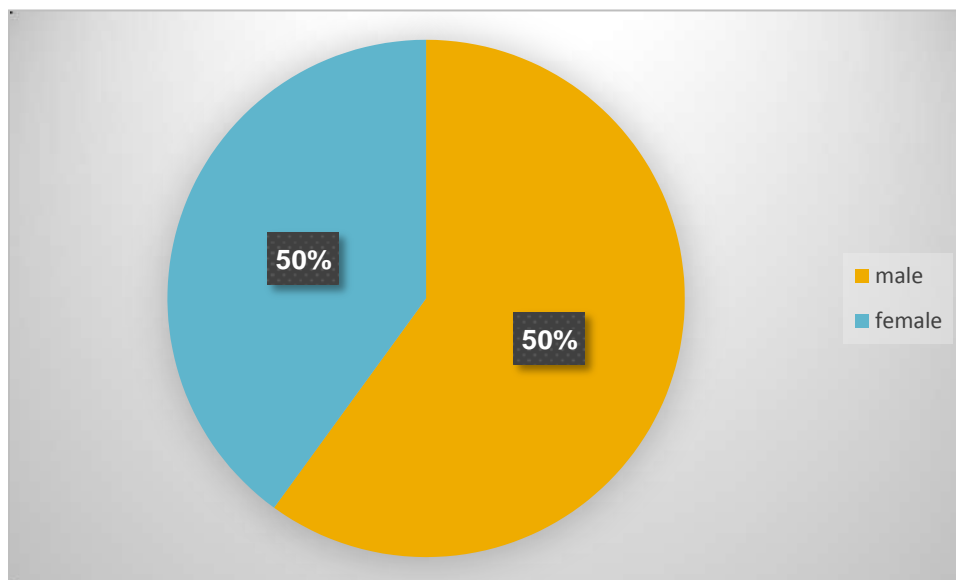


Table 1. Sample Distribution

No. of Universities	No. of Tribal Students
Tripura University (A Central University)	MBA 10 (Male=5, Female=5)
	M. TECH 10 (Male=5, Female=5)
National Institute of Technology(NIT), Tripura	MBA 10(Male=5, Female=5)
	M. TECH 10(Male=5, Female=5)

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 measure 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.

Table No. 1.1 Tool profile of Perceived Employability Scale

1	Name of test	Perceived Employability Scale
2	Name of test constructor	K. P. Naachimuthu
3	Language of test	English
4	Nature of test	Three components of Perceived Employability
5	Duration of test	Not fix (Approx. 10 to 15 minutes)
6	Total items of test	39
7	Reliability of test	Test re-test and Split half reliability
8	Validity of test	Face validity

Description of Perceived Employability scale: This tool was total 39 items. It was divided into three dimensions namely Value of Pursuing Course, Insecurity and Stress, Skills and Knowledge. Dimensions wise numbers of items are given below.

Table No. 1.2 Dimensions wise numbers of items

SI.No.	Dimensions	Numbers of items	Total items
1	Value of Pursuing Course	1,2,4,18,19,23,27,28,32,33,34,38,39	13
2	Insecurity and Stress	3,6,7,8,11,12,15,16,24,25,29,30,36,37	14
S	Skills and Knowledge	5,9,10,13,14,17,20,21,22,26,31,35	12
Total=39			

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

Objective 1: To investigate the status of perceived employability among Tribal students of professional courses in Tripura

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

Objective 2: To examine the perceived employability among Tribal students with respect to course

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

Objective 3: To analyze perceived employability among Tribal students of professional courses with respect to gender

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

Objective 4: To evaluate perceived employability among tribal students of professional courses with respect to institutions

- Mean, SD, and t Value was used to fulfill the fourth 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 was applied in excel for the verification of hypothesis as the testing hypothesis.

Objective No. 1: To investigate the status of perceived employability among Tribal students of professional courses in Tripura.

There was an objective “To investigate the status of perceived employability among tribal students of professional courses in 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	8	40	20
78 to 110	Average Score	18	40	45
39 – 77	Low score	14	40	35

Figure 1.1 Showing the percentage analysis of perceived employability among tribal students of professional courses through Pie Diagram

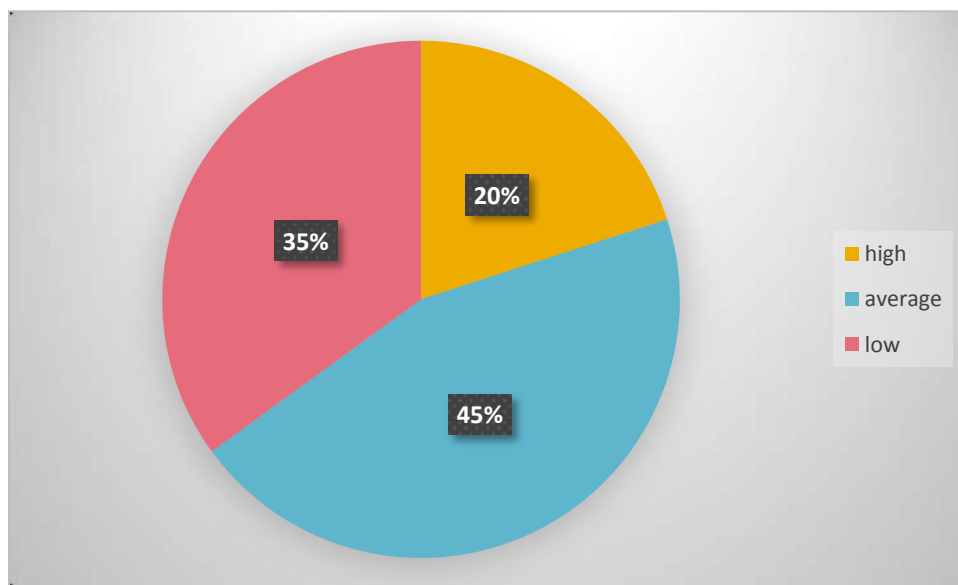


Table 1.3 and Figure 1.1 reveal that 8 out of 40 students i.e. 20 % lies under High Score of perceived employability. 18 out of 40 students i.e. 45% lies under Average Score. Whereas 14 out of the 40 sample of students i.e. 35% lies under Low Score of perceived employability.

Table No. 1.4 Showing Mean value of different dimension of perceived employability of Tribal student’s professional course.

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 Tribal student’s professional course through bar chart.

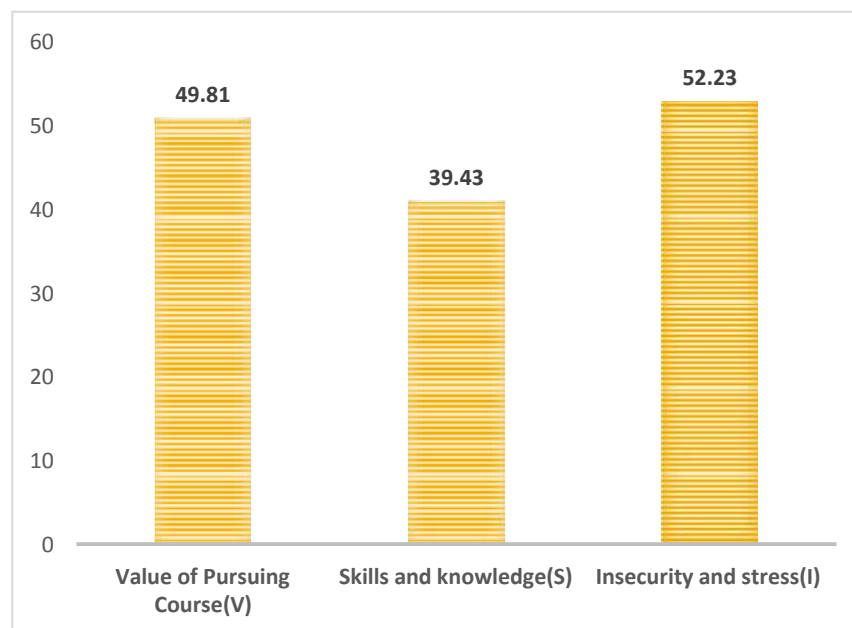


Table 1.4 and Figure No.1.2 reveal that mean of the Value of Pursuing Course, Skills and Knowledge and Insecurity and stress is (49.81, 39.43, 52.23) respectively among tribal students of professional course.

Table no. 1.5 showing the percentage of Tribal students of professional courses who gets high score in different dimension of perceived employability.

Dimension	No. of Students	Total sample	Percentage
Value of Pursuing Course(V)	8	40	20
Skills and knowledge(S)	5	40	12.5
Insecurity and stress(I)	27	40	67.5

Above table shows that 20% students obtained High score in the Value of Pursuing Course(V) and 12.5% students in Skills and knowledge(S) that indicate they are confidence in securing employment in the future.67.5% 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 Tribal students of professional courses with respect to gender.

In order determine significance difference between perceived employability of female and male Tribal students of professional course 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
N	20	20	2.012
Mean	100.05	89.6	
SD	15.30	17.476	
Mean Difference 10.45		Df 38	Two tailed P-value 0.05

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 (100.05,89.6) and (15.30,17.47) respectively. The obtained value of ‘t’ for perceived employability of male and female Tribal students of professional courses is more than table value of t at 0.05 level. This infers that the difference between the perceived employability means of male and female tribal students of professional courses is significant.

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

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

Objective 3: To examine the perceived employability among Tribal students with respect to course

In order determine significance difference between perceived employability of Tribal students with respect to course mean, SD and t-value was calculated.

Table- 1.7 Comparison of perceived employability of Tribal Students of different Professional course.

	MBA	MTECH	T-value
N	20	20	4.759
Mean	108.15	98	
SD	4.73	8.28	
Mean Difference 10.15		Df 38	Two tailed P-value 0.000

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

Above table 1.7 shows that mean and SD value of perceived employability of MBA and MTECH tribal students are (108.15,98) and (4.73,8.28) respectively. The obtained value of ‘t’ for perceived employability of MBA and MTECH tribal students is more than table value of t at 0.01 level. This infers that the difference between the perceived employability means of MBA and MTECH tribal students is significant.

The same result has been achieved by calculating two tailed p-value obtained from t-value is $0.000<0.05$, which is statistically significant.

Hence, the null hypothesis “**There is no significant difference between perceived employability of tribal students with respect to courses** “, is rejected. Therefore, it can be concluded from given analysis that course is a differential point for perceived employability.

Objective 4: To evaluate perceived employability among students of professional courses with respect to institutions

In order determine significance difference between perceived employability of Tribal students of professional course in different institution mean, SD and t-value was calculated.

Table- 1.8 Comparison of perceived employability of Tribal Students of Professional course in different institution

	NIT, Tripura	Tripura University	T-value
N	20	20	0.397
Mean	101.75	99.6	
SD	17.74	16.52	
Mean Difference 2.15		Df 38	Two tailed P-value 0.694

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

Above table 1.8 shows that mean and SD value of perceived employability of tribal students of Professional courses of NIT, Tripura and Tripura University are (101.75,99.6) and (17.74,16.52) respectively. The obtained value of ‘t’ for perceived employability of tribal students of Professional courses of NIT, Tripura and Tripura University is less than table value of t at 0.05 level. This infers that the difference between the perceived employability means of MBA and MTECH tribal students of different institution is not significant.

The same result has been achieved by calculating two tailed p-value obtained from t-value is $0.694 > 0.05$, which is statistically not significant.

Hence, the null hypothesis “**There is no significant difference between perceived employability of tribal students of Professional course 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 45 % tribal students of professional course have average perceived Employability,35% tribal students have low perceived employability whereas only 20% tribal 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 tribal students of professional course. In further analysis it was also found that 67.5 % tribal 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 tribal 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 course it was found that MBA tribal students have highest perceived employability than MTECH tribal students whereas it was also found that institution doesn't play significant role in the development of perceived employability among tribal students of professional course.

CONTRIBUTIONS

This paper improves understanding of the tribal 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 and only tribal students. This study includes only professional course and only two 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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