

National Education Policy: A Focus on Bridging Employability Gap

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ABSTRACT

Are we providing the right type of education for future Generation? Indian education system was being questioned for its lack of effectiveness? The study described in this research venture was conducted to answer these questions. A key concern of curricular designers is striking right balance between job-ready and job-seekers. This happens only due to National Education Policy, 2020. It is meant to provide an overarching vision and comprehensive framework Bridging Employability Gap in Academia & Industry across the country.

In changing modern era, ideas, skills and much more thinking in education & on going beyond the books. Indian Institutes is not just to produce graduates but to hone employee's that can exceed industry expectations gap. At the same time Indian industry will witness a shift from summative assessment to regular and formative assessment, which is more competency-based that promotes learning and development, and tests higher-order skills, such as analysis, logical thinking and clarity. In nutshell, how can NEP helps?

KEYWORDS: *Expectations, performance, Gap Indian Institutes, skills-competencies*

INTRODUCTION

Education process has been criticized as incapable of producing qualified, employable professionals and universities have been faulted for teaching obsolete technologies and irrelevant or obsolete education in various stream. These accusations imply an "expectation gap" between the needs of industry and the academic preparation of those intended to satisfy them.

Meanwhile, professors complain of inadequate and contradictory advice from industry about appropriate qualifications. Accreditation standards also limit curriculum flexibility. Finally, there is a delay between the design and implementation of curriculum changes. Previously, little attention was focused on the expectation gap. Previously, industrial needs were not the goal of academic programs and be in conformity with them. In such a rapidly evolving field, there is a need to continuously and systematically examine 'the fit between the skills and knowledge possessed by graduates and the requirements of industry.

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Employers Expectations That Go Beyond Qualifications and Experience

In the global era, where every year thousands of graduates from different streams are entering the market, employers are seeking for the appropriate talent. Only those graduates who have an edge in skills and competencies for the current job market would be successful. It is observed that employers are unable to find fresh graduates with required skills.

Perception in the Present Era

Today's highly technical and sophisticated jobs demand a highly professional candidate who can increase productivity and thereby increase the value of an organization. The shift from production oriented graduate jobs to service oriented graduate jobs demands professionals with both sound technical and behavioral skills to attain and retain the job. Organizations are using different modes of recruitment to attract quality talent to their work force. Recruiting students directly from graduate institutes is one of the most popular methods.

Expectation Gap

The qualitative data captured in video shoot form, confirms the gap between the job provider {HR managers, CEO}, needs the graduates' abilities. The researcher attributes this expectation gap to problems with the relevance of graduate curricula. Further, it was expected that this "curriculum gap" resulted from the absence of a shared vision of the appropriate knowledge and skill mix for the graduates.

Issues relating to the Point of View of Universities, Colleges and Society

1. Need based syllabus:- Every institution from school to university level they should set-up syllabus from the point of view of what market demands are, what the present requirements and how we can survive in market competition. All these question must be considered by the educational institution so that we can make our students able to face in employability market.

2. Industrial Representatives In Syllabus Committee:- Syllabus should be designed by industry representatives, those who are practically working on floors, desk etc. At least 80% of committee members should be from industry and 20% from the teaching field. Industrialists can judge what they need, what their requirements are, market trends, how they can absorb stuff in industry in various sectors.

3. Annual Pattern - The examination pattern should be annual instead of semester. In the semester pattern, only examinations are conducted. Experience shows that the semester system has not turned out to be useful. If we go for the annual pattern, students will have a lot of time to have interaction with teachers. The annual pattern permits many things which the semester pattern cannot. Today, things have to be completed in a hurry.

4. Syllabus Pattern must be not Unanimous: The syllabus should be developed in such a way that it should be different from region to region, state to state and depending upon localities, social, academic and economic backgrounds must be considered in framing the syllabi. Importance must be given to local issues in that area. It must be divided as per area. Example: New Delhi student will study to achieve goal to join Google, where as local student will study to achieve agricultural base to crop like kariff etc.

5. Time for Skill Development: The semester system now in force consumes most of the time in examinations only and no time is left for exploration, innovation and creativity. Students

have no time to think and come out with new ideas. They are unaware of market situations, news and prove to be unfit for it. Their employability is lost, leading to their inefficiency.

6. Thought Process is not Developing Due to Semester Pattern: In the present era, students do not accept fast food patterns of studies, no doubt it is good but it effects will be erased. The process of conducting examinations continuously affects the thinking process of students, they do not envisage innovation. Due to this they do not come up to the expectation of the employer.

7. Brain storming: Parents compel their children to go for a particular faculty or discipline which is against the choice and inclination of the children. Parents, in other words, brain storm children and plan their future and career. Children should be allowed to explore their natural potential to meet the right outcome.

8. Pipe-line concept (Issues in Society): By this, it is meant that equal amount attention and forms should be available to students from primary to higher studies. In its absence, many deficiencies develop. This leads to the following lacunae.

1. 90% of our students have knowledge, but skills
2. People need soft skills
3. English speaking skills
4. Groom: 2 days in classroom 4 days go in practical experience

ISSUES FROM THE POINT OF VIEW SOCIETYS/PARENTS

1. Parents should build social qualities
2. Home is primary school for ward
3. Aim of life is to set-up
4. Focus on skill-based thinking
5. Encourage to work on fair thinking
6. Time-to-time feed-back on every step
7. Parents should think about their ward to make their ward a good citizen of the country
8. Government should change the education pattern
9. Comparative study of education system with other countries
10. Use of accountability of Govt. funds used for educational purpose
11. Outcome research to be contributed for development of our country
12. In the present era only to get some benefit out of it, students are only taking education [due to parallel benefits]. The idea of paying back to society should be inculcated.

In today's era the learning process is only a fashion or formality, as compared to custom and tradition, we find that percentage is much higher by considering

the population, but we find difference only degree holders are in large number skills intellectual, job based, market need, wave length to co-ordination [% is very less], but if we compare every individual has the comparison with uneducated person.

Some of valuable recommendations here under:

1. Innovative Education thinkers:
2. Integration with Industry:
3. Autumn Internship will be more effective than Summer Internship:
4. Good Research Facilities:
5. Sound Admission Policy and Procedure:
6. Multinational Faculty:
7. Mix teaching methods

The teaching faculty is bound to inculcate the following qualities among the students:

1. Motivating the students to learn from one's own experience
2. Fostering self-introspection among the students
3. Discipline
4. Fostering probity
5. Sense of Autonomy and much more depending on requirements

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