

A STUDY ON STATUS OF EMPLOYABILITY SKILLS AMONG FRESH ENGINEERS IN CHHATTISGARH

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ABSTRACT

Graduates in engineering branch need several skills required for employment and continue with the organization. Various skills for employment needed and identified are communication/ technical/ numeracy/ teamwork/ creating thinking/ problem solving. Fresh engineers lack in these skills, as verified by employers. This paper attempts to know the condition of these skills in fresh engineers coming out from Chhattisgarh's engineering colleges. The subject was chosen as the sample to know the status where the HR-Manager/ Team Leader of various organizations operational in Chhattisgarh state. A close-ended questionnaire is prepared and used to know about the condition of these skills in fresh engineers. The questionnaire was filled by HR staff of organization in Chhattisgarh. Nine (9) skills so identified are the constructs for this study and under each construct, four questions were asked, the answer of which tells about the presence or absence of these skills. Questions were to answer in 5 point Likert scale, i.e. strongly agree, agree, neutral, disagree and strongly disagree. Later, the mean value of all the four questions is calculated and opinion is created for each skill separately. To test the reliability of data, Cronbach's alpha is also calculated for each construct. The outcome of this study shows that organizations are not satisfied with fresh engineers due to their skills. The study identifies these skills through literature review and later found that fresh engineers are lacking in these skills.

KEYWORDS: *Graduates, Fresh Engineers, Employability Skills, Employment*