

## **Employability among students in Maharashtra: A comparative study**

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### **Abstract**

According to the India Skills Report 2022, only 48.7% of India's youth are employable. This means that almost every second Indian youth is unemployed. The study found that roughly 75% of all organizations recognized a critical skills gap in the industry, which happens to be the main reason behind India's current unemployment rate. The mismatch between the knowledge and skills necessary for a profession and the knowledge and skills of an individual is referred to as a skills gap. Employees may not be able to perform their respective jobs due to lack of knowledge and skills required to complete a particular task. India's GDP is growing at a rapid rate of around 6% to 8%, but there are not enough jobs to cover the rising unemployment rate in India. In the backdrop of this situation, this paper reviews the employability among students in Maharashtra based on secondary data sources.

Keywords: Employability, Skills gap, Maharashtra, Unemployment

## **Introduction**

The India Skills Report 2022 states that just 48.7% of young people in India are employable. This implies that nearly one in every two Indian youth does not have a job. The primary cause of India's current unemployment rate, according to the survey, is a major skills gap that almost 75% of all organisations identified. A skills gap is the discrepancy between an individual's knowledge and skills and those required for a certain career. Workers are not able to carry out their specific occupations because they lack the information and abilities needed to do a task. Even while India's GDP is expanding quickly—between 6% and 8% annually—there aren't enough jobs to offset the country's soaring unemployment rate. Against this background, this research examines Maharashtra students' employability using secondary data sources.

## **Literature review**

Nadarajah (2021) in his research addresses the problem of unemployment of local graduates and the lack of skills applicable in the labor market. The objective of this research is to measure the employability skills of university graduates in Malaysia. The research identifies a gap in the employability of graduates and the competencies needed in the labor market. Bhatnagar (2021) reviews the scholarly research on employability and skills gaps in the context of Master of Business Administration (MBA) education in India. This paper provides an overview of critical topics and identifies research gaps for future research. Wolff and Booth (2017) state that recent developments in higher education have seen a strong emphasis on making graduates "work-ready" for their work in the professions. The driving force behind this agenda was the many mass surveys conducted with business and industry on the capabilities and general employability of graduates. McGunagale and Zizka (2020) state that one of the goals of educational institutions is to prepare their graduates so that they are ready to work. The purpose of this paper is to identify the employability skills that are lacking in the science, technology, engineering and mathematics (STEM) sector from the perspective of employers, to assist STEM educational institutions in creating more relevant programs that include employability skills. Ayodele et al. (2020) find that a global shift in the traditional skills required of real estate graduates has led to an increased demand for employees who possess the required skills and competencies. Kenayathulla et al. (2019) identify gaps between the perceived importance and competence acquired by hospitality students in terms of employability skills. Nabulsi et al. (2021) seek to identify the perceptions of various stakeholders regarding the graduate level of a group of business school graduates in

Palestine. Misra and Khurana (2017) state that graduate employability has become an issue that is not easy to ignore in a global economy. Having the right set of employability skills is a must. Rizwan et al. (2018) aim to investigate possible differences in the perception of the basic skills required for employment between recent engineering graduates and their employers.

### **Comparative review of Maharashtra's employability**

Gupta (2021) based on the India Skills Report 2022 has reported that Maharashtra has retained the top position in the list of states with the most employability talent. Uttar Pradesh and Kerala followed Maharashtra. West Bengal was found to have the fourth most employable talent concentration. The remaining ten states in the top ten for young employability were Karnataka, Delhi, Andhra Pradesh, Tamil Nadu, Gujarat, and Haryana. According to a report prepared by Wheebox in collaboration with the Confederation of Indian Industry, Association of Indian Universities, United Nations Development Programme, All India Council for Technical Education, Additional Skill Acquisition Programme, PeopleStrong, and Taggd, the most employable age group was found to be between the ages of 22 and 25. Of these, 56.21% of the resources were deemed highly employable.

Approximately three lakh applicants nationwide took the exam, which evaluated them based on a number of factors. The cities with the best employability rankings were Pune, Lucknow, Thiruvananthapuram, and Kolkatta. The other cities on the top 10 list were Ahmedabad, New Delhi, Hyderabad, Coimbatore, Mumbai, and Hyderabad.

Of the juvenile population that could find work, 51.44% of the females and 45.97% of the males were judged to be employable. The test's findings indicated that graduates with a B.Tech and an MBA were the most employable. It is anticipated that hiring for freshmen in these industries would rise by 20% in 2022 over 2021.

All industries will continue to need workers with expertise in technology. This year has seen a comparable level of engagement from women in the workforce, with 32.8% of them employed across various industrial verticals, compared to 36% of them previous year.

The top states with the highest recruiting activity in the upcoming year are Maharashtra, Karnataka, and Tamil Nadu. Employers in the retail sector concur that there is a talent gap that needs to be filled in the upcoming year, with 75% of all polled enterprises reporting a skills shortage in the field.

**Conclusion**

The youth needs to be prepared to flourish in a dynamic setting due to the constantly evolving nature of the workplace. This is the point at which employability skills become relevant. To put it simply, they are the abilities that allow someone to be both productive and flexible at work. Critical thinking, problem-solving, communication, teamwork, digital literacy, and the capacity for rapid learning are just a few of the many abilities they address. But the employability skills gap is becoming a bigger worry for companies these days. An organization's overall competitiveness, productivity, and creativity may be hampered by this. Most of the time, learning and development (L&D) specialists are in charge of closing this gap. When it comes to creating and carrying out training programmes that provide staff members the abilities they need to succeed in their jobs and overcome obstacles down the road, learning and development specialists are essential. The performance of Maharashtra as the number one state in employability is commendable.

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