Case Study – How to Bridge the gap between present Education System and employability in Kerala State

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Abstract--The talent and competency of students in Kerala are widely accepted all over the country. The IQ and EQ level are more than that of national average. Students who passed out from professional institutes are with distinction but majority are unemployed. Hypothesis test is carried out within group and between groups to identify whether the internship is necessary in industries for an Engineering graduate to get a placement in an organisation. The study analyses to bridge the gap between education system and employability in Kerala.

Key Words – IQ- Intelligent Quotient , EQ- Emotional Quotient, National Average, Education System, Employability, ANOVA-Analysis of Variance.

1. Introduction

It is widely accepted that the un-employability of Kerala is a topic of utmost concerns stickling both the economic and social well-being of the state for the past few decades and the widely acclaimed famous education system in Kerala was a model contributor for the same is a surprising irony.

The study focusses mainly on finding the gap between education and employability and putting forward an implemental “Model” to bridge the gap. Having a high literacy rate and high IQ and EQ in students, Kerala State can be brought to self-sufficient in terms of skilled employment by increasing the synergy between Academics and Industries. Schools are to be a source of inspiration to the aspiring students who can become entrepreneurs and can start their own start-up firms. Though the passing percentage of engineering students is very high, the proportionate employability percentage is less than what is expected.

The current employability trends and the potential areas of employment also made a point to ponder into the untapped areas of employment. Educated unemployment is major area of concern which has been put into discussion.

Interview and discussions were done with subject experts from both Educational Institutes and Industries to find the area of concern. The changing trend both the parties needed to address to build an effective correlation, especially in the field of management, engineering and vocational streams since the unemployment being very high in these sectors. The studies were done at selected institutes with proper feedback mechanisms to receive notable opinion from students. Based on the same, a few addressable gaps identifies are

- Curriculum
- Internship of students to industries

An effective and implementable methodology to bridge the gap has been formulated. The concept and implementation strategy has been explained in details in the report. The thesis paper ends with a conclusion showing the outcomes of the study followed by the references.
2. Data
Using stratified random sampling method primary data is collected from 160 engineering graduates who passed out from various colleges in Kollam district through field survey. Out of the 160 students, 90 students are boys and 70 students are girls.

3. Analysis

**TABLE 1: Respondents interested in the programme they opted**

| Students not interested in the programme they opted | Boys out of 90 | %age | Girls out of 70 | %age |
|-----------------------------------------------------|---------------|------|-----------------|------|
| Students opted the subject compelled by parents     | 22            | 25%  | 18              | 25%  |
| Students opted the topic of their own interest      | 13            | 14%  | 7               | 10%  |

![Interested Programme Respondents Opted](image)

It is found that more than 40% of students are not interested the programme they opted and less than 15% students are interested in the programme they opted.

**TABLE 2: The status of employment of the respondents**

| Respondents employed anywhere | Boys out of 90 | %age | Girls out of 70 | %age |
|-------------------------------|---------------|------|-----------------|------|
| Respondents who have passed the programme | 80            | 89%  | 65              | 93%  |

It is found that the passing percent is 90% and the employed percent is less than 40%.

**TABLE 3: Respondents opinion about the current curriculum to pursue a job.**

| YES | Boys out of 90 | %age | Girls out of 70 | %age |
|-----|---------------|------|-----------------|------|
| NO  | 20            | 22%  | 10              | 17%  |

It is found that more than 75% had an opinion to rejuvenate the curriculum and less than 25 % are happy with the current curriculum.
TABLE 4: The reason (given by the respondents) behind for not placed in the campus interview.

| Reason                     | Boys out of 90 | %age | Girls out of 70 | %age |
|----------------------------|----------------|------|-----------------|------|
| Lack of Knowledge          | 23             | 26%  | 17              | 24%  |
| Lack of Soft Skill         | 25             | 28%  | 23              | 33%  |
| Lack of Managerial skill   | 35             | 39%  | 25              | 36%  |
| Want to go for higher study| 7              | 8%   | 5               | 7%   |

It is found that more than 36% replied that the main reason for not placed in the campus is due the lack of managerial skill. It is also revealed that Lack of Soft skills and lack of Knowledge contribute 2nd and 3rd reasons for not placed in the campus interview. Less than 10% did not attend the interview and they opted for higher study.

TABLE 5: Respondents opinion about the Internship with Industries.

| Question                                | Boys out of 90 | %age | Girls out of 70 | %age |
|-----------------------------------------|----------------|------|-----------------|------|
| Do your college have internship with industries? | 23             | 30%  | 15              | 28%  |
| Have you done any internship with industry? | 7              | 33%  | 5               | 33%  |
| Have you visited any industry as a part of project? | 12             | 12%  | 9               | 13%  |
| Have you attended any talk by Eminent Person from Industry? | 13             | 37%  | 15              | 29%  |

It is found that more than 30% replied that colleges do not encourage internship. More than 30% have not attended any internship. It is also evident from the table that more 30% have not attempted to reply the question. That indicates they have very limited knowledge on internship.

Choice of ANOVA

In the process of examining the relationship between the students who are not placed in the campus interview and not attended any type of internship with industries.

TABLE 6: Choice of ANOVA

| Not placed in campus interview | Not attended any internship, or any such activities |
|-------------------------------|--------------------------------------------------|
| 40                            | 58                                               |
| 48                            | 66                                               |
| 60                            | 57                                               |
| 12                            | 66                                               |
Hypothesis testing; ANOVA

Here we take the hypothesis as

Ho= There exist a relationship between not being placed in a campus interview and not attending an internship programme.

H1=There is no relation between not being placed in a campus interview and not attending an internship programme.

| Source of Variation | SS  | df | MS  | F    | P-value   | F crit  |
|---------------------|-----|----|-----|------|-----------|---------|
| Between Groups      | 946.125 | 1  | 946.125 | 4.298126 | 0.083518 | 5.987378 |
| Within Groups       | 1320.75 | 6  | 220.125 |      |           |         |
| Total               | 2266.875 | 7  |       |      |           |         |

A p value is greater than .05 was required for significance. Here the p value is greater than the significance level, The ANOVA was significant F (1.6) =5.99, which is greater than calculated value. This result allows the acceptance of the null hypothesis that there exist a relationship between not being placed in a campus interview and not attending an internship programme.

4. CONCLUSION

The study revealed that most the engineering students whose programme (engineering branch) is opted by their parents. Though the passing percent is around 90%, they are not employed anywhere. The data revealed that the current curriculum is not sufficient for an engineering student to get a job outside. The students have a strong opinion to rejuvenate the curriculum. The industry needs trained talent and not the academics alone. In order to balance the gap, an industry preparedness programme needs to be incorporated in the curriculum which helps students to do internships in Industry and Industries can facilitate internship and help colleges to upgrade the curriculum as per their requirement. Hypothesis test conducted through statistical test ANNOVA, from the analysis it is revealed that internship is mandatory in industries Through this, we can bridge the gap between Education and employability in Kerala.

5. References

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