

Original Research Article

<https://doi.org/10.20546/ijcmas.2019.811.267>

Relationship between Profile and Employability of Post Graduate Scholars Studying in VNMKV, Parbhani, India

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ABSTRACT

Keywords

Relationship,
Profile,
Employability, Post
graduate, Scholars

Article Info

Accepted:
22 October 2019
Available Online:
10 November 2019

The present study was conducted in three agricultural colleges of VNMKV, Parbhani, Maharashtra, with an objective to find out the relationship between profile and employability of post graduate scholars studying in VNMKV, Parbhani. The respondents were selected from each agricultural college by proportionate random sampling to comprise a sample of 120 respondents. For the study the selected variables were Achievement motivation, Job preference, Internet exposure, Computer exposure, Library exposure, Involvement in extracurricular activities, Mother's education, Father's education, Annual family income, Native of the scholar, Medium of instruction at school level, Academic performance. In this research, to study and measure the employability of postgraduate scholars, eleven indicators based on the opinion of experts and review of literature was collected. The analysis of data was carried out using scoring and correlation. From the study, positive and significant relationship were observed among those postgraduate scholars, who had better academic performance, highly educated father and mother, involvement in extracurricular activities, higher degree of library exposure, internet exposure and increased level of job preference.

Introduction

Employability refers to a person's capability of gaining initial employment, maintaining employment and obtaining new employment if required (Hillage and Pollard, 1998). In simple terms employability is about capability of getting and keeping fulfilling work. More comprehensively, employability is the capability to move self-sufficient within the

labour market to realize potential through sustainable employment. For individuals, employability depends on the knowledge, skills and abilities they possess, the way they use those assets and present them to the employers and the context in which they seek work. Employability is not just about vocational and academic skills. Individuals need relevant and usable labour market information available to them. The factors that

help people to be employable include the knowledge and abilities relating to a particular job, the ability to identify suitable job opportunities, self-presentation on applications and interviews and external factors such as the job market and personal circumstances (Sasidharan, 2013).

According to Fugate *et al.*, (2004), an individual's employability includes a multitude of person-centered constructs that interactively fuse to assist individuals in successfully adapting to numerous work related changes in the economy. From this perspective, employability is viewed as a psycho-social construct that embodies individual characteristic that foster adaptive cognition, behaviour and affect, enhance the individual-work interface". An individual's employability therefore extends beyond knowledge and skills to include individual attributes and characteristics that make individuals valued assets to both prospective and current employer. The responsibility lies with the individual to manage and develop his or her career and it is important that individuals know what their career needs are (Van der Heijde and Van der Heijden, 2006) and what they can do to improve their employability so as to be successful in their careers. Being employable is especially relevant to post graduate scholars at the brink of their careers. Yorke (2006) accordingly defines employability as the skills, understandings and personal attributes that make graduates more to obtain employment and be successful in their occupation to their own advantage, but also to the advantage of the labour force, the community and the economy.

Materials and Methods

The study was undertaken using proportionate random sampling of postgraduate research scholars studying in 2nd year at College of

Agriculture, Parbhani, College of Agriculture, Latur and College of Agriculture, Badnapur. The basic information regarding the postgraduate research scholars was collected from the PG Branch of VNMKV, Parbhani. The data was collected using structured interview schedule and some scaled developed by different scientists with slight modification and collected data was analyzed using scoring and correlation coefficient. The present study was conducted applying ex-post-facto research design. The selected variables were Achievement motivation, Job preference, Internet exposure, Computer exposure, Library exposure, Involvement in extracurricular activities, Mother's education, Father's education, Annual family income, Native of the scholar, Medium of instruction at school level, Academic performance. The variables were scored in a particular manner for calculation of the data.

Objectives

To find out the relationship between profile and employability of post graduate scholars studying in VNMKV, Parbhani

Results and Discussion

With a view to studying the role of independent variables on the level of overall employability of the postgraduate scholars studying in VNMKV, Parbhani, coefficient of correlation was worked out and results are presented in Table 1.

Academic performance and employability

The data showed that the academic performance was found positively significant with the employability of postgraduate research scholars studying in VNMKV, Parbhani. The result indicated that employability was observed better among those postgraduate scholars who had higher

academic performance. It is natural that person having high level of academic background will have better perception to develop ability to get employment as well as maintain it.

Medium of instruction at school level and employability

The results revealed that there existed non-significant relationship between medium of instruction at school level of postgraduate scholars studying in VNMKV, Parbhani and their employability. The result indicates that medium of instruction of postgraduate scholars did not play a role in developing their employability.

Native of the student and employability

It was evident that there was non-significant relationship between native and employability of postgraduate scholars studying in VNMKV, Parbhani. This indicates that native of the students did not play any role in developing employability among postgraduate scholars. The result shows that level of employability was almost similar among the postgraduate scholars coming from rural or urban natives.

Annual family income and employability

The data showed that there was non-significant relationship between annual family income and employability of postgraduate scholars studying in VNMKV, Parbhani. The result shows that employability was observed almost comparable among postgraduate research scholars with their irrespective level of family income.

Father's education and employability

It was evident that there existed positive and significant relationship between father's

education and employability of postgraduate scholars studying in higher agriculture education.

Mother's education and employability

The result showed that mother's education of postgraduate scholars studying in VNMKV, Parbhani had a positively significant relationship with their employability.

The result emphasized that postgraduate scholars with educated mothers showed better level of employability.

Involvement in extracurricular activities and employability

The data revealed that there was positively significant relationship between degree of involvement in extracurricular activities of the postgraduate scholars and their employability, reflecting that employability was observed identically positive among those postgraduate scholars who were more or less active in extracurricular activities.

Library exposure

The result disclosed a positive and highly significant relationship between library exposure of postgraduate scholars in VNMKV, Parbhani and their employability. The result indicates that employability was observed better among those postgraduate scholars who had higher degree of library exposure.

Computer exposure and employability

It was revealed that there was positive non-significant relationship between computer exposure of postgraduate scholars studying in VNMKV, Parbhani and their employability.

Table.1 Relationship between profile of post graduate scholars and their employability

Sr. No.	Independent variables		Correlation Coefficient (r)
A.	Personal variables		
1.	Academic performance		0.217*
2.	Medium of instruction at school level		0.180 NS
B.	Socio-economic variables		
3.	Native of the scholar		0.027 NS
4.	Annual family income		0.061 NS
5.	Father's education		0.205*
6.	Mother's education		0.207*
C.	Situation-communication variables		
7.	Involvement in extracurricular activities		0.201*
8.	Library exposure		0.379**
9.	Computer exposure		0.012 NS
10.	Internet exposure		0.219*
D.	Psychological variables		
11.	Job preference		0.393**
12.	Achievement motivation		0.140 NS

* Significant at 0.05 level of probability
 Significant at 0.01 level of probability

NS = Non-significant

The result observed in one of the previous tables indicates that computer exposure of most of the postgraduate scholars was positively higher and similar, thus did not have any significant impact on their level of employability.

Internet exposure and employability

It was observed that there was positively significant relationship between internet exposure of postgraduate scholars and their employability. The result indicates that internet exposure by the students play important role in developing the employability of postgraduate scholars.

Job preference and employability

The data showed that relationship between employability of postgraduate scholars studying in VNMKV, Parbhani and their level of job preference was observed highly and positively significant. The positively highly significant relationship discloses that level of employability was higher among postgraduate scholars with diversified interest to be part of academic, research, administration and extension related jobs.

Achievement motivation and employability

The data indicated that there existed a positive but non-significant relationship between achievement motivation and employability of postgraduate scholars studying VNMKV, Parbhani. The result reflects that employability was observed identically positive among the postgraduate scholars irrespective of their level of achievement motivation.

The level of employability was observed significantly higher among those postgraduate scholars, who had better academic performance, highly educated father and mother, involvement in extracurricular

activities, higher degree of library exposure, internet exposure and increased level of job preference.

The level of employability was observed almost similar among those postgraduate scholars who had irrespective level of medium of instruction at school level, native, annual family income, computer exposure and achievement motivation.

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How to cite this article:

Pusparani Devi, Kh., J.V. Ekale and Kulkarni, M.V. 2019. Relationship Between Profile and Employability of Post Graduate Scholars Studying in VNMKV, Parbhani, India. *Int.J.Curr.Microbiol.App.Sci*. 8(11): 2302-2307. doi: <https://doi.org/10.20546/ijcmas.2019.811.267>