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- Bowersox, Donald J., Closs, David J., (1996), "Logistical Management." Tata McGraw, Hill, New Delhi.
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AN INTERDISCIPLINARY APPROACH TO EMPLOYABILITY IN INDIA

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ABSTRACT

The study is to analyse the interdisciplinary approach to employability in Indian scenario. Due to severe competition and more, skilled rather multi talented availability in the market, employability perceptions has under gone a sea change. In this context, the study has been undertaken based on the industrial outlook and demand regarding the job aspirants as well as the employees. The objective of the study is to understand the disciplinarian approach to employability in the current scenario by the responses of the working group among various industries in India. Obviously, with the growing demand for multifunctional and multitalented persons for the Indian industries, this study is highly significant and prominent. The study has been undertaken based on the primary data collected through survey by framing a questionnaire and data has been taken from persons working across various industries. Sample size is 200 and Simple random sampling is used for the survey. From the study it is inferred that the person’s response to five point scales rating to Multidiscipline approach/knowledge has no significance to their educational discipline. The person’s response to five point scales rating to Multidiscipline approach/knowledge has significance to their educational level. There is significance between the years of experience of the person/official position of the person with their response to five-point scale rating to Multidiscipline approach/knowledge. The industrial outlook on employability aspect is multidiscipline one and in congruence with the response of the persons on employability. The responses of the study are in accord with the industrial perspective on employability. Thus, the objective of the study proved to be true and vital in current scenario.

KEYWORDS

Employability, interdisciplinary.

INTRODUCTION

Employability which we assimilate as been construed to a particular discipline is no more exists or meaningful in this current scenario. “Be employable rather than employed”

The quote clearly elaborates the vast and deep meaning of employability and various levels also. If we focus it from a different angle, our perspective of it being a single discipline oriented will get changed. Need of the hour is to gauge with various skill sets and abilities the situation demands and not the other way. Various roles and responsibilities a person has to execute in course of his /her career cycle authenticating the phenomenal change in the perspective of employability. A maths/science/commerce/law/management/technical or any other graduate is expected to have knowledge or understanding about the concerned discipline is true in the pre employment scenario as far as employability is concerned. But to have long, glorious, successful career and to excel on it, naturally it demands other skills which is not the cup of tea related to his discipline. Multitalented and multitasked individuals are seems to be more demanding and opportunistic. In the nascent stage, a basic knowledge in the related subject and discipline are most sought after by the industries. However, during career progression, it is been widely acknowledged that a person with diversified academic as well as industrial experience will be given a preference compared to the competitors. The reason is such a person will be much logical and analytical while crucial decision making situations. Creative thoughts, Novel ideas are believed to be, brainchild of those who travels through less trodden path. Quite often this being executed and implemented by the people having diversified academic as well as industrial background.

Seamless integration and delivery of multiple skills is the need of the hour.

When we look at the skill sets available at the market, we are at crossroads regarding selection and rejection. Like all the flavours in a single cup, persons who are octogenarians we find across.

Different permutations and combinations have been tried out in the pre employment stage by the students and by the employees in the post employment stage to mould them more employable. A science graduate choosing management for his post graduation, an engineer choosing computational biology for his post graduation and many more. After getting employment also, people are finding ways and means to try for distinct ones which have not been tried by many and to master the same as to retain top position in the list in future also.

When the supply itself is a heterogeneous one, how one can expect demand is of homogeneous one.

Employability has been transformed rather transitioned to a multidiscipline one by exceptionally talented and brilliant ones with revolutionary attitude.

This topic has been studied based on the surveys and responses from the people working across various industries.

OBJECTIVE OF THE STUDY

The objective of the study is to understand the disciplinarian approach to employability in the current scenario by the responses of the working group among various industries in India.

SCOPE AND SIGNIFICANCE OF STUDY

Obviously, with the growing demand for multifunctional and multitalented persons for the Indian industries, this study is highly significant and prominent.

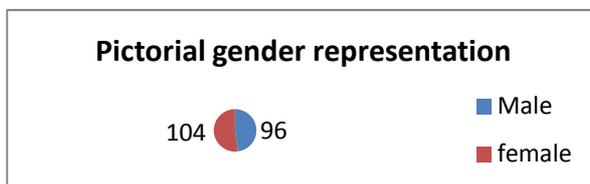
RESEARCH METHODOLOGY

The study has been undertaken based on the primary data collected through survey by framing a questionnaire and data has been taken from persons working across various industries. Sample size is 200 and Simple random sampling is used for the survey.

TABULAR AND PICTORIAL REPRESENTATION OF DATA

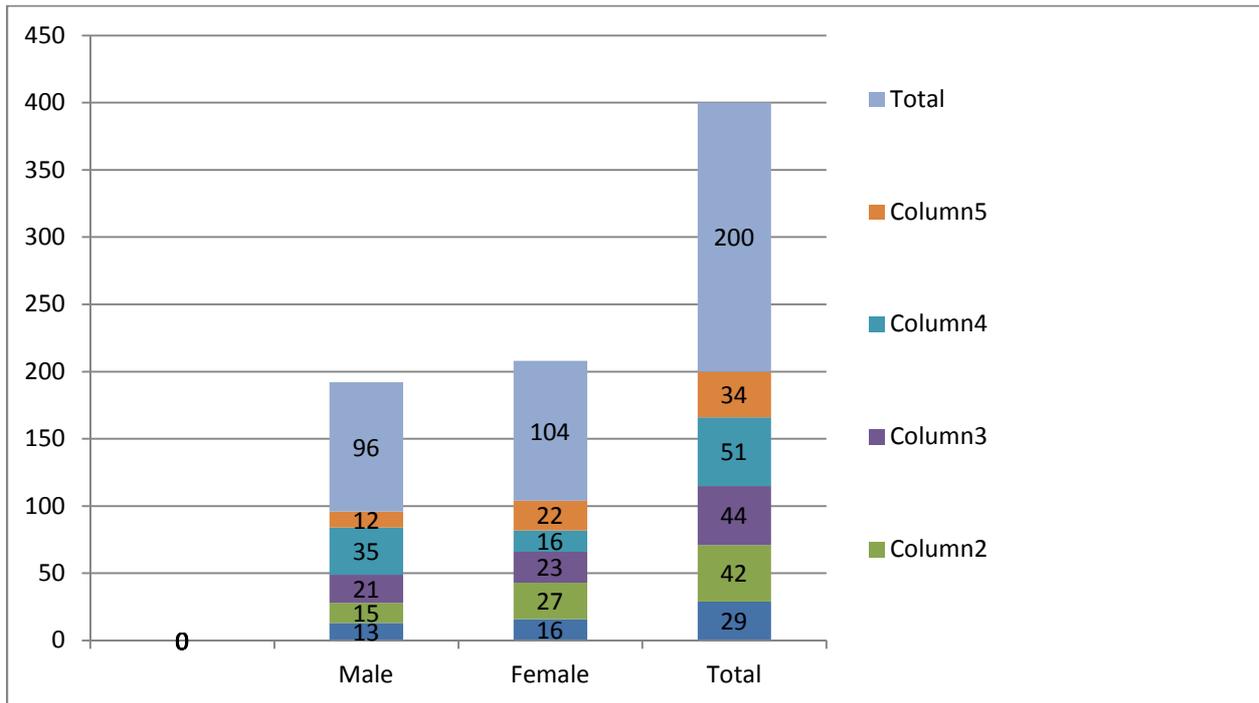
1. NUMBER OF MALES AND FEMALES PARTICIPATED IN THE SURVEY

Male	Female
96	104



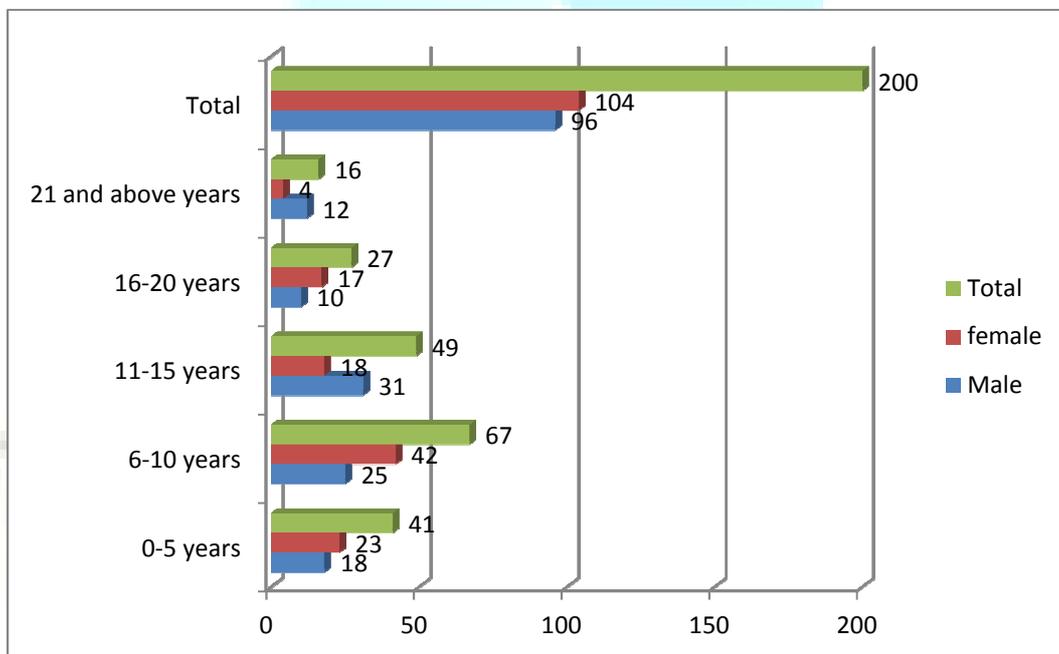
2. EDUCATIONAL BACKGROUND OF THE COLLECTED SAMPLE WITH RESPECT OF MALE AND FEMALE

	Arts	Science	Commerce	Technical	Others	Total
Male	13	15	21	35	12	96
female	16	27	23	16	22	104
Total	29	42	44	51	34	200



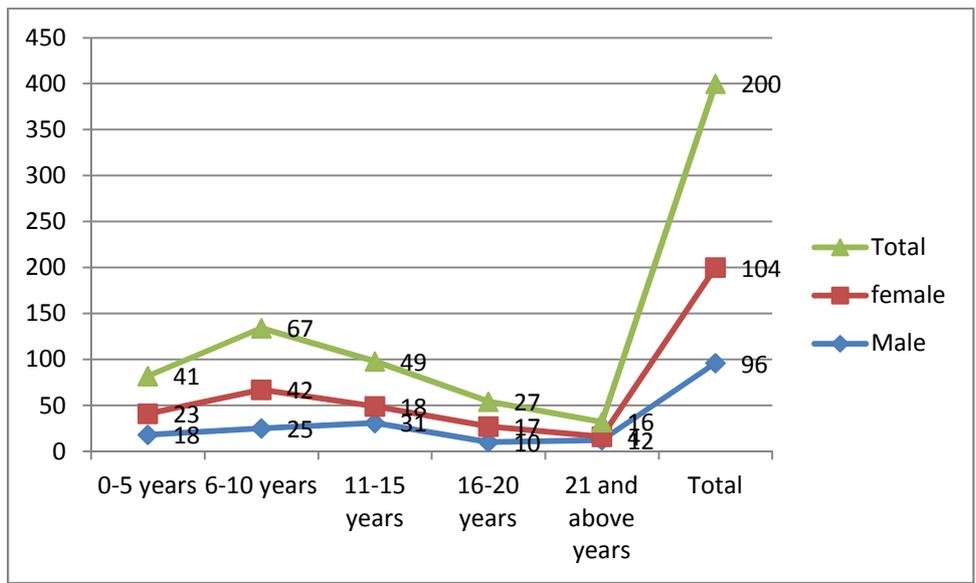
3. LEVEL OF EDUCATION GENDER WISE

	Below graduation	Graduation	Post graduation	Doctoral	Post doctoral	Total
Male	5	40	36	13	2	96
female	6	26	57	10	5	104
Total	11	66	93	23	7	200



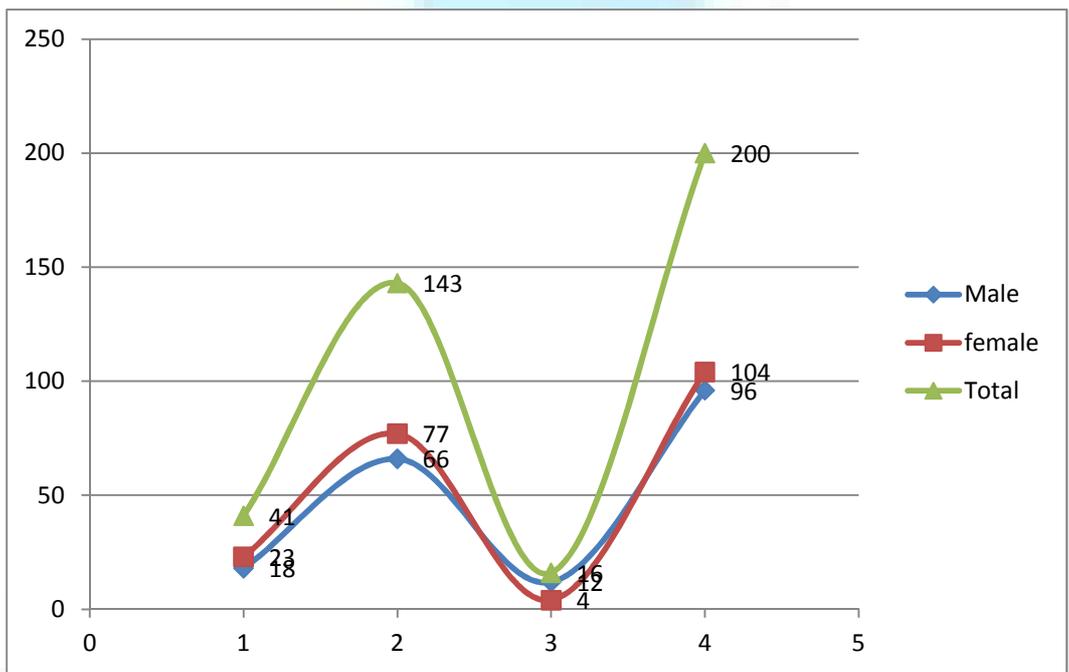
4. GENDER WISE YEARS OF EXPERIENCE

	0-5 years	6-10 years	11-15 years	16-20 years	21 and above years	Total
Male	18	25	31	10	12	96
female	23	42	18	17	4	104
Total	41	67	49	27	16	200



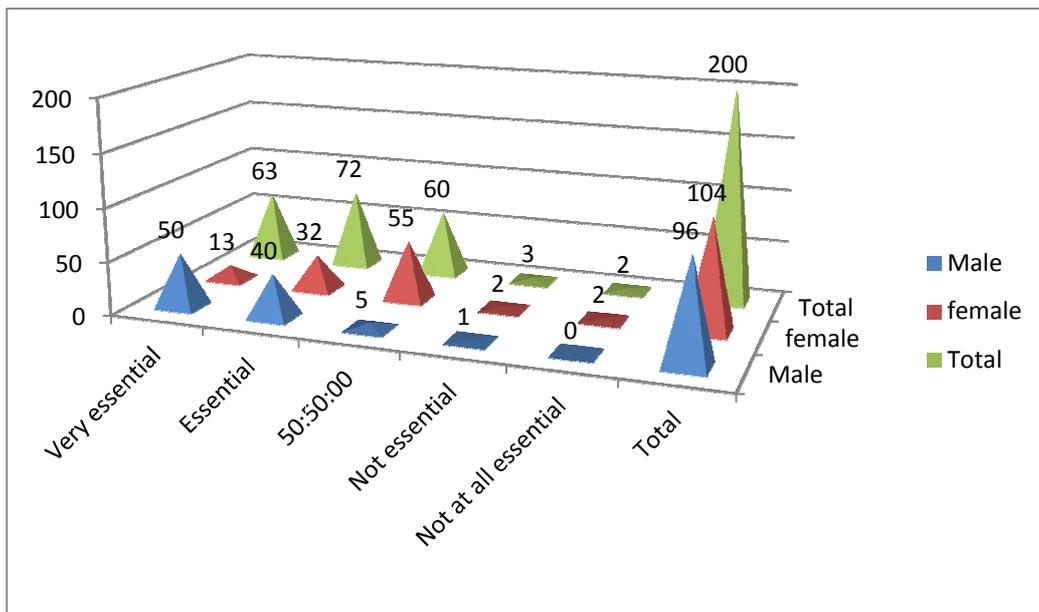
5. LEVEL OF EMPLOYMENT GENDER WISE

	Entry level	Middle level	Senior level	Total
Male	18	66	12	96
female	23	77	4	104
Total	41	143	16	200



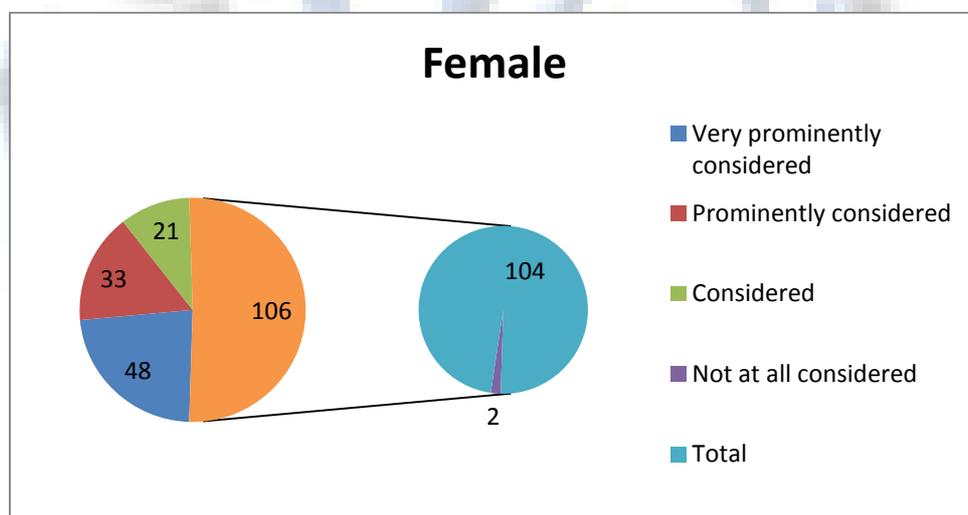
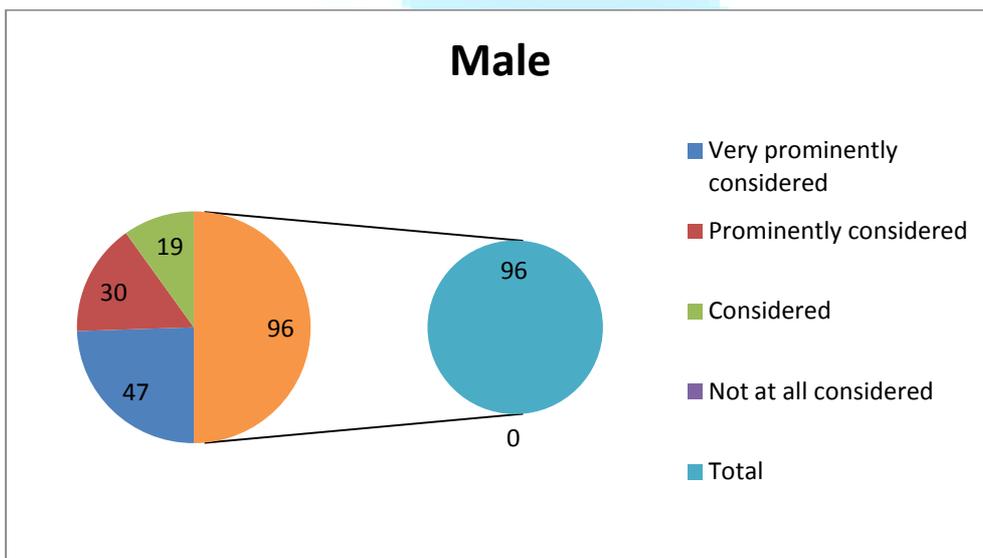
6. MALE AND FEMALE RESPONSE TO FIVE POINT SCALE RATING TO MULTIDISCIPLINE APPROACH/KNOWLEDGE IS REQUIRED FOR BECOMING EMPLOYABLE

	Very essential	Essential	50:50	Not essential	Not at all essential	Total
Male	50	40	5	1	0	96
female	13	32	55	2	2	104
Total	63	72	60	3	2	200



7. MALE AND FEMALE RESPONSE TO INDUSTRIAL OUTLOOK ON EMPLOYABILITY AS MULTIDISCIPLINE ONE

	Very prominently considered	Prominently considered	Considered	Not at all considered	Total
Male	47	30	19	-	96
Female	48	33	21	2	104
Total	95	63	40	2	200



HYPOTHESIS TESTING AND ANALYSIS

1. Hypothesis to test whether there is any correlation between educational discipline of the persons to their response to five point scale rating to Multidiscipline approach/knowledge is required for becoming employable.

Let us take educational discipline of the persons as variable X and their response to five point scale rating to Multidiscipline approach/knowledge is required for becoming employable as variable Y

We have calculated the regression coefficient of X on Y and regression coefficient of Y on X.

Regression coefficient of X on Y = -0.06

Regression coefficient of Y on X = -0.96

Karl Pearson's coefficient of correlation between variable X and Y = -0.24

Since the value of Karl Pearson's coefficient of correlation between variable X and Y is negative, the person's response to five point scales rating to Multidiscipline approach/knowledge has no significance to their educational discipline. Hence we reject the hypothesis and accepting the alternate hypothesis. Also it reveals the fact that the response hold good and reliable.

2. The hypothesis to test whether there is any correlation between the person's responses to five-point scale rating to Multidiscipline approach/knowledge has significance to their educational level.

Let us assume the data on educational level of the person's as X and their response to five point scale rating to Multidiscipline approach/knowledge is required for becoming employable as variable Y.

We have calculated the regression coefficient of X on Y and regression coefficient of Y on X.

Regression coefficient of X on Y = +0.65

Regression coefficient of Y on X = +0.54

Karl Pearson's coefficient of correlation between variable X and Y = +0.59.

Since the value of Karl Pearson's coefficient of correlation between variable X and Y is positive, the person's response to five point scales rating to Multidiscipline approach/knowledge has significance to their educational level. Therefore, we accept the hypothesis.

3. The hypothesis to test whether there is no significance between the years of experience of the person/official position of the person with their response to five point scale rating to Multidiscipline approach/knowledge.

We are applying Chi-square test to two set of data to observed and expected frequency.

Calculated value = 55.81

Table value = 26.29

Since calculated value is greater than table value, we are rejecting the hypothesis and accepting the alternate hypothesis. Hence, we conclude that there is significance between the years of experience of the person/official position of the person with their response to five-point scale rating to Multidiscipline approach/knowledge.

INFERENCES

- The person's response to five point scales rating to Multidiscipline approach/knowledge has no significance to their educational discipline.
- The person's response to five point scales rating to Multidiscipline approach/knowledge has significance to their educational level.
- There is significance between the years of experience of the person/official position of the person with their response to five-point scale rating to Multidiscipline approach/knowledge.
- The industrial outlook on employability aspect is multidiscipline one and in congruence with the response of the persons on employability.

CONCLUSION

The study cementing the fact that employability is multidiscipline one and not single disciplined. The responses of the study are in accord with the industrial perspective on employability. Thus, the objective of the study proved to be true and vital in current scenario.

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