

EMPLOYABILITY SKILLS AND ITS IMPLICATIONS ON EMPLOYEES VISAKHAPATNAM STEEL PLANT

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ABSTRACT

Using Visakhapatnam as a case study, this research seeks to understand what employee engagement is, what variables contribute most to it, and how engaged workers are at a big public company in India. Methods and Research Design—The research is descriptive in nature, hence a cross-sectional design is used, in which groups of individuals are interacted with either once or over time. Results—This study's results are novel in the literature because they provide a fresh perspective on a wider range of potential mediators (such as work-life balance, working relationships, recognition, incentives, etc.) and how they impact employee engagement. The novel aspect of this research is that it examines the factors that contribute to employee engagement and enthusiasm at a big public firm in Visakhapatnam. The results of this study have important managerial implications because they show how companies may improve employee engagement, which in turn increases productivity and profits, decreases the amount of time people waste on unnecessary tasks, and makes better use of available resources. Subjectivity: This research only looks at public sector employees in Visakhapatnam city as an employment indicator. Research in this field might go on to examine other locations in the future.

INTRODUCTION

Management education programs, which prepare students for today's jobs, are becoming more popular in schools throughout the country. The overarching goal of management programs is to produce multi-talented managers. An individual's employability skills are the sum of their relevant job experience, academic qualifications, and personal attributes; they combine to make them attractive to prospective employers. "Enterprise skills" are applicable here as well. For most jobs, having what are often called "employability skills" is essential. In this context, "soft skills" refer to those tradable

abilities that might get an employee a job offer. Employers often seek for candidates that possess these talents. Employers look favorably upon applicants who have good "soft skills" such as the ability to collaborate effectively, solve issues creatively, and adapt to different cultural contexts. Included in this category are the sorts of abilities that are crucial for climbing the corporate ladder. Because of their universal applicability, these abilities are sometimes referred to as transferable talents. Marock (2008) and Pool (2007) both stress the need of young people acquiring and maintaining employability skills before entering the workforce in the 21st century. Nawaz and Reddy (2013) argue that enhancing one's employability is a crucial pursuit. Employers are looking for graduates of management schools with strong cognitive abilities, fluency in many languages, and the capacity to evaluate people and systems. Finding a job nowadays requires a strong set of employability abilities, according to research by Ravan, S. (2016). Why? For one thing, studies show that very few college graduates in India really find work. Employers value candidates with strong problem-solving, communication, leadership, collaboration, and subject-matter knowledge abilities. Employers, communities, and the economy all gain when individuals are able to find work more easily (Yorke, 2004). This is due to the fact that a person's employability is bolstered by a combination of qualities that increase their chances of getting a job and doing well in that role, such as education, work experience, and personal attributes. The paradigm for evaluating employability skills consists of the following 10 components:

- Competence in conveying ideas clearly
- Collaboration and resolve
- Ability to solve problems
- Tracking the elapsed time
- Persistent
- Being able to arrange and prepare
- Skilled at communicating with individuals
- Taking charge of technically impressive people

How can you best showcase your abilities to potential employers?

Experienced workers in this industry are highly prized by all companies. Be sure to provide specific instances if the job you're looking for calls for a particular set of abilities. Stressing the value you can provide to the company by way of these abilities is one way to solidify your position as the top applicant for the position. Your exceptional ability to plan ahead and manage your time wisely is something you may highlight. One possible explanation is that this ensures you consistently provide high-quality work on time. You may further show hiring managers that you would be a valuable addition to their team by how you handle the job search. Think about these ways to demonstrate your employability:

- Making contact with potential employers shows that you are self-motivated, proactive, and articulate. Being punctual and well-prepared for an interview is one way to show that you are dependable and can follow directions.

NEED FOR THE STUDY

People with strong multitasking, quick thinking, and adaptability skills are in great demand by businesses. Enhancing one's employability skills is crucial for recent graduates to make a lasting impression on prospective employers. In today's competitive job environment, those who are fast thinkers, adaptable, and flexible are highly sought after. Keep in mind that everyone has unique abilities that might be advantageous in a business context; this is the single most important thing to keep in mind. Modernizing one's skill set is essential for staying competitive in the global economy of today and future. These are the kinds of abilities that employers look for in potential new hires.

SCOPE OF THE STUDY

To be employable, you must possess the qualities that companies seek in potential employees. Not understanding which talents are in demand by various businesses is a major concern for many recent grads. This research was motivated by the need to assess the workers' marketability. For today's youngsters to succeed in school and the workforce, they need to develop these kinds of attitudes and abilities. Employing top talent is highly valued by companies worldwide. However, with a shortage of skilled workers, it is becoming harder to bridge the gap between what students learn in the classroom and the capabilities employers want.

OBJECTIVES OF THE STUDY

To find out whether an applicant has what it takes to succeed in the modern job market. As a first step, you should educate yourself on the abilities that employers value most.

- Consider the significance of these skills in the employment market. The report also includes advice on how to increase one's chances of getting a job. The value of workers' capacity to get hired in the modern employment market cannot be overstated. Why to prepare workers for the competitive job market by showcasing some of the transferable abilities they'll need.

METHODOLOGY OF THE STUDY

In order to do effective marketing research, having access to relevant and useable data is crucial. Science takes a back seat to art when it comes to gathering facts. There are a number of methods for gathering data. A new way of gathering data may be essential sometimes, but other times all the information you need is already at your fingertips. To a large extent, the data collection procedures mirror those of marketing research. Two main sources are used to get this information: In the outset, the core ideas

2. Data supplements Broad Information: Gathered specifically for use in a report or any other predetermined goal, primary data is the gold standard of research. The use of a closed-end questionnaire allows for the more systematic collection of data. In order to get accurate information, the survey covers a wide range of topics relevant to the study. Extra Reports Outside of Primary

Secondary data refers to information that already exists but was gathered for a different reason. To learn more about a corporation, one might peruse its website, catalogs, and scholarly publications. Among other things, the profile provides a synopsis of the company's background and the goods it manufactures.

Techniques Used in the Study:

Anesthesia for Patients:

The majority of survey methods are interpersonal in character, yet a high level of technical expertise is necessary for the whole procedure. The best method for erasing original data is to conduct surveys. Research Stage: Studying a smaller portion of a larger population (the sample) may teach us a lot about the larger population as a whole. In the research, 103 people took part.

REQUIREMENTS FOR THE TEST:

Random Samples: A Beginner's Guide

Every individual in a basic random sample is selected at random from a larger group, the population, with an equal chance of being picked. A basic random sampling method gives an equal opportunity to any possible subset of k people to be selected for the sample. One way to ensure a survey is unbiased is to use a basic random sample. As a building block of more complex sampling procedures, simple random sampling is an essential kind of sample. Methods for Collecting Data: An essential part of every research project is gathering relevant data. There may be grounds to doubt the reliability of study findings if they are based on inaccurate data. The data gathering instrument for this study was the QUESTIONNAIRE. Before you fill out the form with your answers, please read the questions carefully and ensure that you understand them. Each responder must complete the survey independently. Methods for Analyzing and Understanding Data:

Several statistical methods are used in the course of analysis, including: Illustration of a statistics pie chart here is the data shown as a bar chart. • Regular • Commonly seen One way to visually represent numerical proportions is via a pie chart, which is a data visualization tool that looks like a circle with slices sliced into it. An example of this would be to compare the amount each slice of a pie chart represents to the arc length of that piece. Rectangular bars whose lengths or heights match to the numbers they represent make up a hierarchical structure in bar charts, which display numerical data. You may arrange the bars horizontally or vertically whichever you choose. All of the study questions that employed the Likert scale were shown using bar charts. Mathematics and statistics rely heavily on the concept of mean. The average or most frequent number in any set of data is called the mean. It takes the median and mode into account when calculating the central tendency of a probability distribution. It's projected worth is another name for it. The standard deviation is a statistic that employs the square root of the variance to assess the dispersion of a set of data around the mean. Calculating the dispersion of the data points relative to the mean yields the standard deviation. After that, we take the square root of that value to get the variance. A simple way to get the mean square of a set or random variable

is to average its squares. An alternative way to get the mean square is to take the square of the difference between the set of integers and a specified "origin" that isn't strictly zero. It is possible that, at the most basic level, analyzing raw data streams as a percentage or fraction of a hundred could help with interpretation. So that the data may be better understood, we use percentage analysis to build a contingency table that is based on the frequency distribution. When comparing many datasets, this specific rate format (the percentage) is useful. The connections of the series may be discovered using a percentage. Subtract the total number of respondents from the number of respondents to obtain the percentage, and then multiply the result by 100. How would you interpret a range of numbers? It is a measure of the distance between the two points in the set. You may find it by subtracting the distribution's greatest value from its smallest value.

IMITATIONS OF THE STUDY

Because of the limited sample size (103 participants), the results may not be representative of the staff's feelings toward the project. 2. The study's results may be biased due to the fact that employees' attitudes change over time. Third, people are hard to reach during an outbreak, making data collection a challenge. As a fourth point, a few people were hesitant to or unable to react. 5. Because they were obtained through an online survey (specifically, Google Forms), the results may not be entirely reliable. 6. The fact that there was a time limit was even another hurdle.

INDUSTRY PROFILE

Information Technology in India:

The IT sector in India include both business process outsourcing and IT services. One reason India is becoming more well-known is because of its thriving IT sector. One of India's most vibrant economic sectors, the information technology industry has been growing at a fast pace in recent years. In addition to playing a crucial role in India's economy, this industry has indirect and direct effects on diversity, employment, and living standards. Thanks to its booming IT industry, India has gone from being seen as an economy that is slow and bureaucratic to being a place where inventive businesses may thrive and where world-class IT services are supplied. Technology in the information technology (IT) industry includes engineering designs,

business process outsourcing (BPO), hardware, R&D, and information technology itself. When it comes to computers and communications equipment, data management is the process that an organization or corporation follows for storing, transferring, retrieving, and changing data.

According to an article in India's Times of India, the country's IT sector played a significant role in liberalization. At its height in the 1990s, the sector employed more than 5,000 people and exported about \$100 million. It is now a very successful corporation on a worldwide scale. The information technology industry in India employs more than 2.8 million people and generates more than \$70 billion in export revenue annually. Among the country's top two industries right now, the survey claims, is information technology. The National Association of Software and Computer Companies of India (NASSCOM) predicts a 12% to 14% increase in India's IT sector over the 2016–2017 fiscal year. Due to the country's anticipated future economic development and the consequent increased need for IT infrastructure and associated services, India is poised to become one of the emerging markets for IT goods and services. The five reasons that have propelled India to the forefront of the global offshore IT industry are as follows, according to the NASSCOM-McKinsey study: a surplus of talent, improved urban infrastructure, operational excellence, a welcoming business climate, and the ongoing expansion of the country's IT industry.

COMPANY PROFILE

TATA CONSULTANCY SERVICES

Although it has its headquarters in Maharashtra, the Indian multinational IT services and consulting firm Tata Consultancy Services (TCS) has its operations in Chennai, Tamil Nadu. In February 2021, TCS was the biggest IT services firm in the world, with a market worth of \$169.2 billion. It is part of the Tata Group and operates out of 149 sites in 46 different countries. It has widespread popularity in India as a member of the esteemed Tata Group. Among the most valuable IT services brands globally, TCS is the second-largest Indian firm in terms of market value. It also ranks among the top Indian corporations overall. Forbes ranked TCS as the 64th most innovative business in the world in 2015, and it was also named the top IT services provider in India. According to Fortune India 500 rankings for 2018, it is now ranked eleventh. In April 2018, TCS's market

value on the Bombay Stock Exchange was ₹6.793 trillion, as compared to ₹7.3 trillion, or US\$100 billion, in 2019. Reliance Industries was the first Indian company to reach a \$100 billion market value in 2007, and this one followed suit. In 2016–2017, Tata Sons held 72.05 percent of TCS, and the dividends received by Tata Sons from TCS were about 70% of those dividends. A significant chunk of Tata Sons' TCS shares was sold for \$1.25 billion in March 2018.

HISTORY:

During the years 1968–2004:

Transforming from "Tata Computer Systems" to its current name, Tata Consultancy Services Limited became a wholly owned subsidiary of Tata Sons Limited in 1968. In the past, it has provided bureau services to Unit Trust of India, punched cards for TISCO (now Tata Steel), and developed an Inter-Branch Reconciliation System for the Central Bank of India.

Swiss firm SIS Segal Inter-Settle took over TCS's SECOM electronic trading and deposit system in 1975. Both the Johannesburg Stock Exchange and the Canadian Depository System were automated using software developed by this company. Cooperation between TCS and its Swiss affiliate, TKS Techno soft, before the purchase [24]. In 1980, TCS established the Tata Research and Development and Design Centre (TRDDC) in Pune, India, the country's first software R&D facility. Tandem was an early customer of its when it established our first client-dedicated offshore development site in 1981. Integrity Software Corp., a software company based in Canada, and TCS worked together in 1993. Integrity Software Corp. was eventually acquired by TCS. The software tools and architecture for the Y2K conversion factory were designed by Tata Consultancy Services. Their goal was to automate the process and make deployment easier for third-party developers and clients. The Y2K bug and the imminent introduction of the Euro single currency prompted these actions. In late 1999, Subbu Iyer, who was TCS's head of transformation and corporate vice president, brought Decision Support System (DSS) to the local market. from the year 2004 till the present:

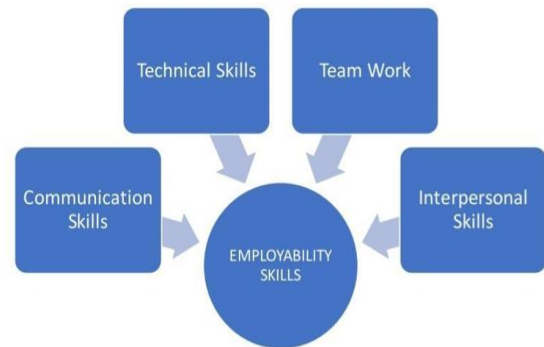
On August 25, 2004, TCS became a publicly traded business. The Indian IT services provider TCS avoided the bioinformatics industry till 2005. In 2006, this firm provided enterprise resource planning software to the

Indian Railway Catering and Tourism Corporation.[32] By 2008, online activities were bringing in over \$500 million per year. The original audience for TCS's cloud services was SMEs when the company debuted them in 2011. On the last trading day of 2011, its market worth exceeded that of RIL, making it the most valuable Indian corporation. Annual revenues for TCS broke the US\$10 billion mark in 2011–2012, marking a first for the company. Approximately ₹11 billion (US\$150 million) was paid to TCS in May 2013 by the Indian Department of Posts for six years of services. In 2013, the firm rose from fourteenth to eighth rank, a 10-spot rise, and is now one of the top ten global suppliers of IT services. Being the first Indian corporation to have a market valuation of over ₹5 trillion (about \$90 billion in 2019 USD) occurred in July 2014. When TCS overtakes it in January 2015, RIL will no longer be India's most profitable company, a title it has held for 23 years. In January 2017, TCS and Auras, Inc. announced their partnership, allowing merchants utilizing TCS Omni Store, a cutting-edge unified store commerce platform, to accept different payment methods. The Chinese government and TCS China also established a joint venture that year. In the third quarter of FY19, TCS revealed a 24% rise in yearly profit to ₹81.05 billion (US\$1.1 billion) in its financial report. Due to brokerages reducing their price targets, the stock lost 2.5 percent during the trading session. Four of the many awards given to TCS in 2019 were Stevies. On October 8, 2020, TCS surpassed Accenture to become the most valuable IT company in the world, with a market value of \$144.73 billion. On January 25, 2021, TCS reached a market value of \$170 billion, making it the most valuable IT business in the world, once again surpassing Accenture. With ₹12.55 trillion (US\$180 billion), TCS became the most valuable firm in India on the same day it overtook Reliance Industries in market value. A worldwide behemoth, Tata Consultancy Services has 285 offices in 46 countries and 147 delivery centers. That that date, TCS has 58 wholly owned subsidiaries.

THEORITICAL FRAME WORK OF THE STUDY

As a result of modern business's constant evolution, the conventional dynamic between employers and employees has undergone a sea change. Consequently, the capacity to acquire a job, rather than really working to improve the economy, has supplanted the former as the

primary definition of employment. Academic knowledge, technical competence, and a set of general, transferrable talents termed employability skills are necessary for individuals to be prepared for college and the workforce. Applying for a job that calls for these abilities might make you stand out. A person's professional prospects may improve or worsen depending on their communication skills, teamwork abilities, technical proficiency, and interpersonal charisma.



COMMUNICATION SKILLS:

One of the most commonly stated abilities in job adverts is the capacity to communicate clearly and effectively, which is a highly sought-after characteristic in many various sorts of professions. These days, the ability to effectively communicate is a key performance indicator for high achievers in any industry. Young individuals with strong communication skills are in high demand by companies these days. Improving one's communication abilities is an essential part of developing one's personality. becoming fluent in English is a prerequisite to becoming an effective communicator. It is important to be deliberate while selecting words in order to express their precise meaning. Excellent communication skills and a strong grasp of the English language are prerequisites for this level of proficiency. Being an effective communicator requires both a wealth of information and the ability to put that knowledge to practical use. A research by Aspiring Minds, a provider of employability solutions, puts graduates' ineffective communication skills as the top cause holding them out of job. Only 16% of Indian college grads were prepared to sell, and 14% were good with customers, according to the survey. Personality attributes like agreeableness and mathematical brilliance, in addition to excellent verbal, writing, and cognitive ability, are required for these occupations. Clerical and secretarial work employed 36% of graduates, despite little training requirements. Corporate

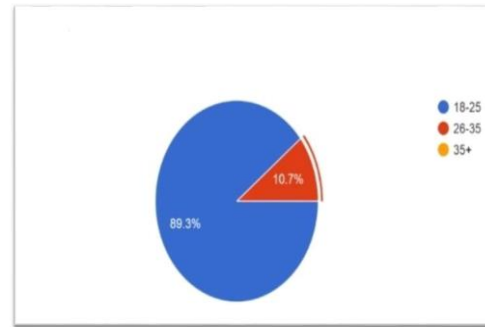
communication and content creation are highly competitive fields that employ just 2% of graduates because of the high standards set by fundamental analytical abilities and an outstanding command of the English language. Accounting is a profession in which even fewer individuals possess the requisite abilities, and analysts even fewer. Because strong cognitive abilities and fluency in English are always in demand, the low employability rate for teachers (about 15%) might be explained by this. There was a more noticeable disparity in employability for occupations needing more complex skills. They are about on par intellectually; the key distinction is how well they speak English. That "Poor English, Computer Skills Make Graduates Unemployable" is, therefore, a proven reality (Nagarajan, 2013). No matter what you're doing, being able to communicate effectively is crucial.

Based on one poll, the average income gap between positions that need and those that do not include presenting abilities was AU\$8,853. Employers are willing to pay a premium for candidates with strong communication skills, according to the study's most important conclusion. Good communicators will certainly be in more demand in today's internet-dependent world, since service-based occupations are expanding at a quicker pace than more conventional, physically demanding occupations. What you say to other people is influenced by how you're feeling. You won't be startled if your conversation fails if you have your mentality clear before you start talking. Before you approach the person you want to speak with, have a cheerful mindset.

DATA ANALYSIS AND INTERPRETATION:

Age of Respondents:

Age of respondents	No. of respondents	Percentage
18-25	92	89.3
26-35	11	10.7
35+	0	0

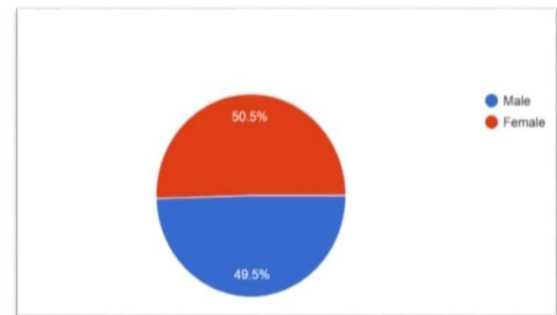


Interpretation:

Out of the 103 respondents, it is clear from the statistics provided in the pie chart that The majority (89.3%, or 92 people) were young adults (18–25 years old). Respondents' ages vary from 26 to 35, making about 10.7 percent of the total. The majority of the participants seem to be young adults, ranging in age from 18 to 25.

Gender:

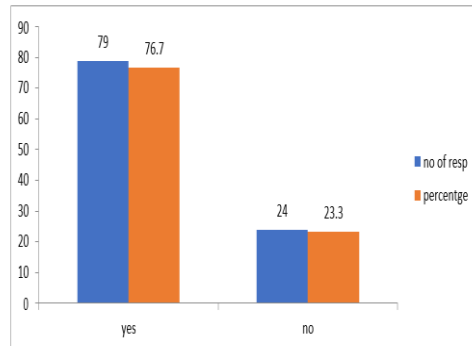
Gender	No. of respondents	Percentage
Male	51	49.5
Female	52	50.5



Interpretation:

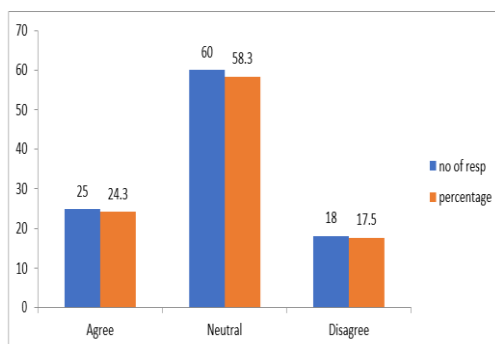
According to the data shown in the pie chart, out of 103 participants, Males make up 51 members, or 49.5% of the total. There are 52 members, with 50.5% being female replies. There are almost as many male as female responders in my survey, based on the overall proportion. Must you have practical training in order to finish your degree?

	No. of respondents	Percentage
Yes	79	76.7
No	24	23.3



Analysis shows that out of 103 respondents, 76.7% agreed that practical training was necessary to finish their degree, while only 23.3 percent said they didn't need any practical training. This data suggests that, in order to graduate, the vast majority of responders need some kind of practical instruction. Are you certain that the skills and information you acquired during your time at university adequately prepared you for a career?

	No. of respondents	Percentage
Agree	25	24.3
Neutral	60	58.3
Disagree	18	17.5

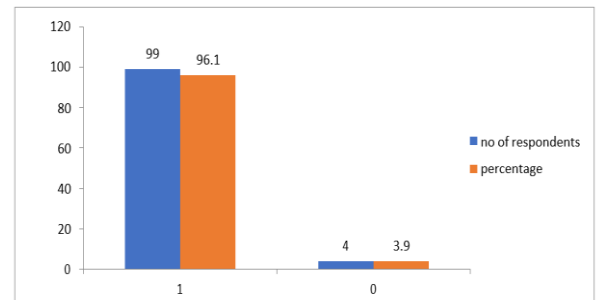


Interpretation:

In a study with 103 participants, 58.3% felt that college knowledge is applicable to the workforce, 24.3% felt it is very relevant, and 17.5% felt it is meaningless. The information provided is backed by the facts shown

before. Skills that go beyond qualifications and experiences are often sought after by employers.

	No. of respondents	Percentage
True	99	96.1
False	4	3.9



Interpretation: Out of 103 people who took the survey, 96.1% believe that employers put a premium on soft talents in addition to hard ones like education and work experience, while just 3.9% hold the opposite view. Applicants with more than simply a degree or résumé are being sought after by companies, said the majority of respondents.

FINDINGS

Having strong interpersonal and teamwork skills is associated with higher employability, according to most survey participants. • Practical competence and work experience were listed by most workers surveyed in the survey as the most significant factors for hiring new staff. Personal and behavioral traits are highly valued by workers, according to the data. • Only thirteen percent of those who took the survey thought these abilities weren't important while looking for a job. Employers that took on recent college grads often found that they lacked experience in management, leadership, and other critical skills. Only 40% of workers said they had the necessary skills to quickly adjust to new situations on the job. Managing one's time effectively, being organized, solving problems, and working together as a team are all skills that graduate programs should teach their students. Collaborative problem solvers, excellent communicators, and data analysts are in high demand among graduates and prospective employers.

SUGGESTIONS

Training in marketable skills need to be a component of the graduation curriculum, since the emphasis ought to start at the educational level and continue until the very end. Companies should establish internship programs to provide workers hands-on experience. Effective training to encourage the acquisition of additional knowledge must be ensured by the company across all sectors of the business. Workers who exhibit attributes like positivity and organization are more likely to be able to maintain a high level of proficiency while on the job. In order to weigh the pros and cons of a specific major, it is essential for schools to keep tabs on their graduates even after they've left. Providing employees with opportunities to travel and experience other cultures is crucial. Their sense of autonomy, creativity, and readiness for the workforce will all improve because of this. • There are several places where students and new grads may hone their collaboration abilities, such as discussion boards, seminars, etc.

CONCLUSION

From what I can see, this position gives workers more than enough chances to show off their abilities on the job. Employing top talent is highly valued by companies worldwide. However, with a shortage of skilled workers, it is becoming harder to bridge the gap between what students learn in the classroom and the capabilities employers want. A candidate's employability abilities are those that are most highly valued by employers. Therefore, acquiring these abilities via formal education, internships, and work experience may put you ahead of the competition when applying for jobs. Plus, if you have these abilities, you may be able to get a better job with more perks and more room to advance. When designing future skill tests, it is important to keep in mind both the demands of employers and the capacity of students to enhance their skills. The capacity to get a job is only one aspect of employability; the word encompasses a more general collection of characteristics and abilities that will ensure a graduate's long-term success in their chosen field. To be employable, you need to have a unique set of talents, experiences, and character traits that set you apart from other candidates. The research found that being able to multitask increases one's employability and opens doors to more work opportunities. When you start planning your professional path from a young

age, you have a better chance of being hired and succeeding.

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