

Higher Education, Employment And Employability In Indian Perspective

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Abstract- India has the 3rd largest education system in world next to US and china. Education system of India is differing from other rest of the country of world. Education play an important role in every person life, like a student who is from poor family can become a richer in knowledge as well as his living pattern, so this done only through quality employable education. So the study is going to examine the role of higher education in employment and employability and the trends of higher education in India. Most youths aren't job-ready or strong in entrepreneurial skills, so have to improve quality of higher education said by UGC chairman D.P. Singh. Many are educated in India but many of those do not possess the employability skills and knowledge to succeed in job. It is the main problem for increase in unemployment rate. So India's higher education system need changes to give qualitative employable education. There are many criticisms on UGC's operation and control mechanism towards universities and colleges in India, so only government planned to introduce HECI in Indian higher education system, so it is also discussed in the study. This study tries to review, how higher education system works in India with secondary data only.

Keywords- higher education, employability skills and knowledge, employment in India.

I. INTRODUCTION

Education is derived from Latin word 'educatio' which means a breeding, a bringing up, a rearing. Many philosophers quote their own views on education. **Swami Vivekananda** believed that 'education is the manifestation of perfection already in men', **Aristotle** said that 'the creation of a sound mind in a sound body' is education. Like this education have different definitions. Education is a learning process in every span of life. Nowadays education is part of life of every child who is future of nation. They study primary and secondary education which is basic to everyone then they chose higher education which differs from one to another. There are many professional, non-professional, technical courses in higher education. They spend their time to education for 15-20 years of their life. But here we have to concentrate on how much they learnt, which helps them to get a job. Here we have to know employability skills and

knowledge gain by potential job seekers. Infosys co-founder **N.R. Narayana Murthy** had voiced concerns about a talent crunch in the country impacting youth and in turn entrepreneurship. Many graduates have their certificates but not employable skills. **Skill India report (2018)** says that 65% of organizations looking to invest in re-skilling of their current employees, these shifts in the nature of work will demand greater flexibility and adaptability from employees. Employability score in India is gradually increasing i.e. in 2014 it is only 33.95 and it increased to 45.60 in 2018. So we can say Indian education system is improving by liberalizing its rules and regulations through LPG concept. There is tough competition in higher education sector between government and private institutions. Anyway all is required for quality education which creates qualitative employable potential job seekers. Like this there are many issues on higher education system of India which is governing by UGC and MHRD formerly Ministry of Education.

There is interrelationship between higher education and employability, converting them into professional formation. There is a need of integrity of professional practice on the one hand, and notions of a critically evaluative stance within higher education on the other (**John west 2006**). There is a dominant empirical and conceptual theme in the area of graduate employment and employability and a link among higher education, labor market change, and the policy thinking towards graduate employability (**Michael Tomlinson 2012**). India's education system looks to equip students with the necessary skills for the work place and has to fulfill the employer requirements. **Jayant Krishna**, CEO of NSDC remarked "only 30% of the professional elite, which largely include engineers, MBAs and so on are employable and UG and PG students then barely 10% of the country as a whole are employable. Skilling is a challenge whose time has come". In a survey conducted in 2010-11 by NCAER to chief wage earners in households about their educational and occupational aspirations, in that 53% were satisfied with their level of education but 47% who were not, still preferred to gain professional degrees over vocational qualifications. These show how employability needed to potential job seekers as well as existing employees. (**NCAER 2019**)

II. OBJECTIVES OF THE STUDY

- To examine the role of higher education in employment and employability.
- To know the emerging trends in Indian higher education system.

III. METHODOLOGY OF THE STUDY

This study is mainly based on secondary data only which are collected from articles, journals, research papers, news papers, magazines and internet sources. These are all second hand data which are constructed, formulated, modified and simplified for the smooth understanding of the study. The data are collected through different websites, some of includes government websites and other from private official websites, some other important data and information are collected through reports like skill India report, YOJANA article etc.

IV. SCOPE AND LIMITATIONS OF THE STUDY

The study covers only higher education of Indian education system, which is capable of providing competitive employable education to the youths of India. It is very difficult to study the system of higher education in micro level so the study tries to do macro research on this topic. The limitations of the study are, only secondary data are considered which are taken from different websites and those are have some limitations i.e. some haven't get updated data, some are not available, some websites data are not consider whole higher education courses etc. and medical courses are not considered in any of data of this study.

V. PROBLEMATIZATION

There are many problems in higher education of India, to become qualified potential job seeker. They may be lack of quality teaching, less technical and professional courses, lack of creativity and practicality in education, lack of planned education system by government, and the main problem is lack of employability skill and knowledge in students or potential job seekers. Many are studied something but doing something which is not familiar to their education for the sake of livelihood. Nowadays education is taken as business i.e. privatization in education which is dominating government institutions. India is one of the most fluent English spoken countries in the world because in Indian education institutions are giving more importance for language not for knowledge. India includes many casts, religion people who have their own mother tongue and familiar to that one. Here they fail to learn English fully. It is very difficult to learn a new language. In this way if they have creativity also can't

express their feelings in this English based world. This may make avoid the knowledge person from employment. Like this only, higher education system is working in India.

VI. DATA ANALYSIS AND INTERPRETATION

Trends in Indian higher education system

- **Digitization:** it is about how the Indian higher education is getting digital touch to encourage the learning with practicality. Under the RUSA foundation many funds are sanctioned to make digital education. That may be projector based teaching using computers, by showing online videos to students, live online teaching by well experienced persons etc. This year's budget was a step in the same direction, and government focused on improving the quality of education with the aid of technology.
- **New financing model:** the government has planned to invest Rs. 1 lakh crore in the next four years to encourage research by providing required infrastructure. There is a 'New India – 2022' concept for making up gradation of the research which helps to quality education.
- **Education as industry:** many critics are done on education acting as industry which as business mindset of earning profit. Because of more schools and institutions are opened which are owned by private people through privatization concept. **Kiran Dalai (2015)**
- **B-school:** it is a new concept introduced to encourage the entrepreneurial spirit in the college students. The growth of country is only possible through the youths of nation, so only this helps to learn how to make start the start-ups and become a successful entrepreneur.
- **Industry experience:** it is the platform for academic careers of potential job seekers. Many institutions offering to get industrial experience, it may be visiting industries or make arrangement of welcoming the experienced industrialist to the institutions.
- **Artificial Intelligence (AI):** AI technology is also called as machine intelligence which is demonstrated by machines. So it is being used for developing virtual teaching assistants and personalizing learning for students, as the technology evolves and becomes more commercially viable.
- **Virtual technology:** it creates virtual version of something rather than actual version which includes virtual computer hardware platforms, storage devices, and computer network resources. This helps to students to understand and easily can remember those.

- **Personalized learning:** it is in trend for many years but in 2019 it get increased integration across the globe through EDTech and AI technology which helps to personalized learning to the students i.e. future potential job seekers.
- **Online education:** in India MOOC and e-learning platforms are offering many courses for the learners with a free of cost and some need payment, but every courses have its own certificate and after completion of course these should issued by service providers.
- **Franchising:** Indian education sector is now getting more scope for franchising concept. There is a huge gap between availability of educational institutes and demand for education. Only for this reason privatized people are getting this advantage.
- **Higher Education Commission of India:** it is a new apex body which will going to replace UGC with a concept “a remedy worse than the disease”. The legislation seeks to bring back the bad old days of License Raj, and rob our universities of whatever little autonomy they have.

Criticism on university grant commission (UGC)

UGC is a statutory body set up by the Indian Union government in accordance to the UGC Act 1956 under MHRD, and is charged with coordination, determination and maintenance of standards of higher education. Distributing grants is a secondary function. But it fails to do these as it mandate. For this we have proof, those as follows: fail to attract world-class faculty to India, a flawed system of rewarding research, centralized higher education structure, failure to reshape and restructure of higher education system etc. and many issues are facing by UGC on its operation and control mechanism like in entry of ‘new players’ in the form of private colleges and private state universities. It is not fair, so only the government planned to scrap or revamp the UGC.

Table-1 Growth of Higher Education Institutions and student’s enrolment (‘000) in higher education

Years	No. of colleges	No. of universities	Enrolment in Higher Education (in '000')		
			Male	Female	Total
1950-51	695	30	354	43	397
1960-61	1542	55	880	170	1050
1970-71	3604	103	1523	431	1954
1980-81	4722	133	2003	749	2752
1990-91	7346	190	3488	1437	4925
2000-01	12806	256	5093	3306	8399
2010-11	32964	564	10922	7748	18670
2016-17	41435	847	15271	4156	29427

Source: www.ugc.ac.in/stats.aspx

Indian higher education system is getting increase in its scope of institutions and student’s enrolment. In 1950-51

only 695 colleges and 30 universities by enrolling 397 students only, which consist of 354 male and 43 female are running. But in 2016-17 it has 847 universities with 41435 colleges by enrolling 29427 students which consists 15271 male and 14156 female. Here we can observe female education in get tremendous progress.

Table-2 Year wise employability percentage and employability score

Years	Male	Female	Percentage	Employability score*
2014	30.30	42.10	33.95%	33.95%
2015	34.26	37.88	37.22%	37.22%
2016	36.01	39.95	38.12%	38.12%
2017	40.12	40.88	40.44%	40.44%
2018	46.87	38.15	45.60%	45.60%

*Excluding IITs IIMs NITs and other premier institutes of country

Source: skill India report 2018 & 2019

The employability percentage of male and female in 2014 is 33.95% which consist of 30.30 of male and 42.10 of men. But it get reverse in 2018 i.e. the percentage of employability is increased to 54.60% but portion of female are 38.15 which is decreased from 42.10 (2014). Whatever the employability score is increasing from 33.95 to 45.65 which excludes IITs IIMs NITs and other premier institutes of country.

Table-3 Domains which have more percentage of employability talent and hiring mix organizations

Education mix	Employability talent	Hiring mix organizations
Engineers	57%	NA
Management or Equivalent	36%	7%
General Graduates	35%	11%
PG or equivalent	18%	22%
ITI	NA	13%
Polytechnic	43%	12%

Source: skill India report 2019

The above table is showing that engineers have more employability talent than other i.e. 57%. Polytechnic, management and graduates also have a good score but PG student’s percentage of employability talent is very low i.e. 18%. Though also hiring mix organizations is high for PG students. The above table doesn’t consider ITI students employability talent and engineers hiring mix so it has limitations.

Table-4 Government expenditure on education, total (% of government expenditure)

Year	India	Australia	New Zealand	Singapore	Mexico
2009	11.19120	13.41502	17.06205	17.19887	18.47240
2010	11.83368	14.32760	17.28082	17.16863	19.42909
2011	13.56491	13.50202	17.28585	19.89241	19.00754
2012	13.99212	13.18191	19.66104	21.16143	18.08719
2013	14.05018	14.03629	18.40064	19.95866	16.90598

Source: data.worldbank.org

Indian government's expenditure towards education is low as compare to other countries which are taken above i.e. in 2009 India has contributed 11.19 of GDP to the education sector which is less as compare to other countries. But it is gradually increasing i.e. in 2013 it is 14.05 though also it is less. Anyway nowadays education is getting compulsory to everyone in India.

Table-5 Top Indian and foreign universities research scholars

Sl.no	Indian Universities	Research	Foreign Universities	Research
1	Indian Institute of Science	48.6	University of Oxford	99.5
2	Indian Institute of Technology Bombay	37.6	University of Cambridge	97.8
3	Indian Institute of Technology Delhi	19.2	California Institute of Technology	97.5
4	Indian Institute of Technology Kanpur	21.7	Stanford university	96.7
5	Indian Institute of Technology Kharagpur	29.5	Harvard university	98.4

Source: www.timeshighereducation.com

The Indian universities or institutions research scholars are very low as compare to foreign universities. The top 5 universities of India has mentioned above are having only 48.6%, 37.6%, 19.2%, 21.7% & 29.5% respectively out of 100% strengths which is very low as compare to foreign universities i.e. 99.5%, 97.8%, 97.5%, 96.7% & 98.4% respectively. This shows less research work in higher education of India.

VII. FINDINGS OF THE STUDY

- **PG or equivalent students have less employability talent:** as per the study and table-3 which is collected from skill India report 2019 showing that only 18% of students of PG or equivalent students have employability talent and other not.
- **Employability score excludes IITs, IIMs, NITs and other premier institutes of country:** the employability scores which is given by skill India report excludes the top institutes of the country.
- **Tremendous increase in enrolment of female students to higher education:** in 2010-11 only 7748000 students enrolled but in 2016-17 it increased to 14156000 which is almost equivalent to male students.
- **Engineer and polytechnic students have more employability talent:** as per skill India report 2019 engineer and polytechnic students have 57% and 43% employability talent respectively.
- **Indian universities have less number of researchers:** as compare to foreign universities India universities has very less number of research scholars which showing less research work from higher education in India.

VIII. SUGGESTIONS OF THE STUDY

Indian higher education system is getting tremendous changes in its curriculum as well as practicality in learning. Though also many drawbacks, limitations in courses of higher education which are not providing practicality in learning. So it is suggesting that to give practicality in education. India has the fame in speaking good business English which is universally acceptable, so Indian companies as well as foreign companies are giving more importance for language than knowledge. So it is suggesting that to give more importance to knowledge which help to get more creative, innovative people.

IX. CONCLUSION

Education is the only way to eradicate the poverty of people of country. So only government of India has made primary education is compulsory for every child in country. But when comes to higher education it differs, there are many number of institutions are offering quality education with unaffordable price by poor people because of privatization with liberalization and also globalization of higher education also going to impact on higher education of poor family students. Anyway these required for quality education. Whatever issues on higher education system of India, there is requirement of employable potential job seekers with employability skills and knowledge to the business industry. Every entrepreneur has his own requirement while choosing staffs to his enterprise, so the students of higher education have to possess or fulfill those requirements then only every student can employable.

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