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HIGHER EDUCATION SYSTEM OF INDIA AND ITS IMPACT ON EMPLOYMENT

Abigail D'mello*

ABSTRACT

Over the last few years, there is a huge gap between the people who are educated and the people who are actually employed. There are many graduates and post graduates who are still unemployed. There are a few graduates and post graduates who are employed but they are not doing the job that they desired when they were pursuing higher education. This research aims to find out what are the various problems in the Indian Higher Education System because of which educated people remain unemployed. This study aims to find out solutions and the changes that can be made in the current higher education so that the students can be made more employable. For this purpose both primary and secondary research is used. The primary data is collected through a questionnaire and the sample size selected for the purpose of this research is 70. The findings of the study indicate that no interaction between the students and the industry experts; and too much concentration on theoretical aspect are the major reasons for unemployment. Further the primary data is properly analysed and conclusions drawn.

Keywords: Higher Education, Employment, Employable.

INTRODUCTION

Higher Education means the education pursued after 12th standard. The three years of degree level education, the post graduate degree education, M.phil, Ph.D etc. are all included under higher education. The Higher education in India has rapidly expanded over the past few years. This growth is mainly because of the increase in private educational institutions that offer higher education. But there are many problems/ deficiencies in the Higher Education system of India. As a result of this, there are many graduates and post graduates in India that are still left unemployed.

The rate of unemployment among the youth in India is increasing every year. One of the reasons for this is, the Indian Higher Education system does not impart those skills in the young graduates that make them job ready. There are similar other problems in the Higher Education System that leads to unemployment. Therefore, it becomes very much essential to study these problems and find the changes that need to be made, in order to reduce the level of unemployment in the country.

OBJECTIVE OF THE STUDY

- To study the various problems that exist in the current Higher Education system of India that lead to unemployment.
- To study what the people from India below the age 50, think are the major issues in the Indian Higher Education System that lead to unemployment.
- To study what the people from India below the age 50, think are the measures that need to be taken in order to make the students pursuing higher education employable.

RESEARCH METHODOLOGY

Both primary and secondary data is used for this research work.

For the purpose of primary data, online questionnaire was prepared using google forms. This questionnaire contained 15 questions. The link for the questionnaire was made available on the social media such as whatsapp and facebook. Also printout of the questionnaire was taken and

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distributed to the respondents. Overall 70 responses were received. For the purpose of secondary research, data from the internet is used.

PRESENT SCENARIO OF HIGHER EDUCATION IN INDIA

In India as of 2019, there are 993 Universities; 39,931 Colleges and 10,725 Stand Alone Institutions. Stand-alone Institutions are those, that are not affiliated with Universities and which are not empowered to provide degree and therefore run Diploma Level Programmes. 385 Universities are privately managed. 394 Universities are located in rural area. This shows that Indian Higher Education has managed to reach almost every part of the country.

Total enrolment in higher education has been estimated to be 37.4 million. Gross Enrolment Ratio (GER) in Higher education in India is 26.3%, which is calculated for 18-23 years of age group. Maximum numbers of Students are enrolled in B.A. programme followed by B.Sc. and B.Com. programmes. The total number of foreign national students enrolled in India is 47,427. These foreign students are from Nepal, Afghanistan, Bangladesh, Sudan, Bhutan, Nigeria, United States, Yemen, Sri Lanka and Iran. Majority of the foreign students come from developing countries.

The unemployment rate of the educated youth in India has increased as compared to the previous years. As of 2019, 16.3% Graduates, 14.2% Post Graduates and 11.1% Diploma Holders are unemployed.

Overall from this data, it is clear that the number of Higher Education Institutes in India has increased; the Gross Enrolment ratio of students in various programmes have increased but still the employment rate of educated youth in India is not increasing.

Current Issues in the Indian Higher Education System that lead to Unemployment

1. Outdated Syllabus: One major issue that the Higher Education is facing today is related to the syllabus. The current syllabus of undergraduate and post graduate degrees is outdated. It does not reflect the needs of the industry. Many topics that have lost its relevance and the topics that are not related to the subject are added again and again in the syllabus after its revision. The matter in many books that are meant for students' reference is not up to date.

2. Too much theory oriented: The current syllabus especially for the graduate level students is too much focused on the theoretical aspect. A course like B.Com for which there is huge enrolment of students is completely focused on theory. Students are just expected to learn the theory and write a 100 marks paper at the end of each semester. There is absolutely no practical exposure to students. There is no concentration on developing the skills like creativity, team spirit, problem solving etc. which are required for getting employed. With the 100 marks of the subject purely allocated to writing the paper at the end of each term, there is little motivation left among the students to develop the much required skills. They only study from the point of view of passing the examination.

3. Not focused on Presentations, Viva's etc: There are many courses which are newly started at the graduate level like BMS, BBI etc. These courses were started with the aim of imparting those skills among the students which are necessary for getting job in their respective field. But still, many students who have completed these degrees are left with no jobs. The marking structure followed for these courses over the past few years is 75 marks for theory and 25 marks for internals. But even 20 marks out of this internals are completely allocated to a written test. There is absolutely no focus on Presentations, Viva and interaction, Team work, Group Discussions, Group problem solving, Making group assignments etc. which would improve their soft skills required for job. With no marks allocated for this section the students are least interested to develop these skills in them. The end result of these is lack of self confidence, not able to communicate effectively during the interview and so on.

4. No interaction between the students and the industry experts: There is little or no interaction between the students and the industry experts presently. There are hardly any guest lectures conducted for students. Many colleges arrange for 1 industrial unit in an academic year. This is the only time that the students come in contact with the actual work atmosphere or the practical aspects of the company. There is absolutely no focus on summer internships for students.

An Analysis of the Primary Data

Following is an analysis of the questionnaire which was sent to the Indian audience. Total 70 persons answered this

questionnaire. Some of the important questions are selected to be shown in the form of analysis. From this questionnaire, an attempt is made to find out what the people of India think are the defects in the Indian Higher Education System that lead to unemployment. Also an attempt is made to find out, what according to them should be the necessary measures that should be taken in order to make the fresh graduates employable.

1. Gender

Gender	Number	Percentage
Male	30	43%
Female	40	57%
Total	70	100%

Total 70 persons answered the questionnaire out of which 30 were male respondents and 40 female respondents.

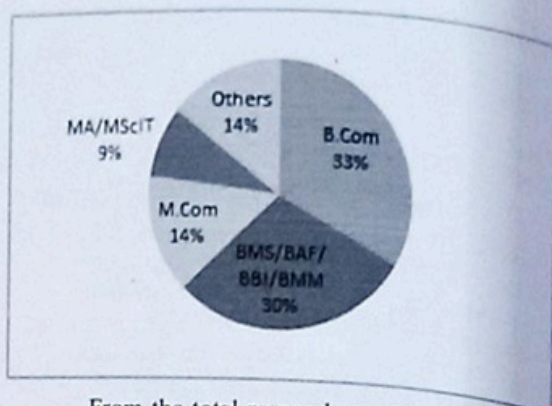
2. Age

Age	Number	Percentage
18 to 25	39	56%
26 to 35	23	33%
36 to 50	08	11%
Total	70	100%

Majority of the respondents who answered the questionnaire belong to the age group 18 to 25 and are students. Majority of the respondents from the age group 26 to 35 are employed in various sectors (including teaching). And all 8 respondents from the age group 36 to 50 belong to the teaching profession. The questionnaire is restricted to the age of 50, in order to get an accurate response of the various problems that exist in the current Higher Education system.

3. Degree for which enrolled/ completed

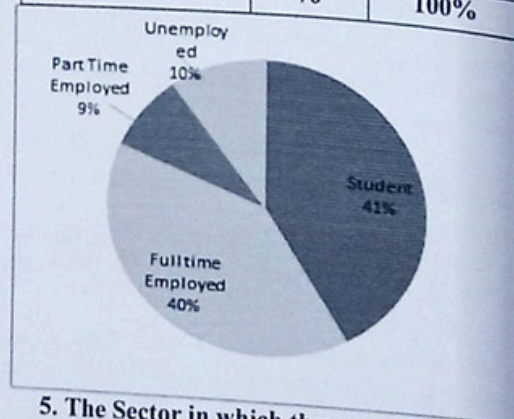
Degree	Number	Percentage
B.Com	23	33%
BMS/BAF/ BBI/BMM	21	30%
M.Com	10	14%
MA/ MScIT	6	09%
Others	10	14%
Total	70	100%



From the total respondents, 44 of them are either pursuing / have completed their graduation in Commerce or the various degrees started under Commerce (BMS, BAF, BBI etc), 16 of them are either pursuing / have completed their post graduation in Commerce, Arts or Science; and the remaining 10 persons have completed B.Ed, Law, M.phil, Ph.D etc

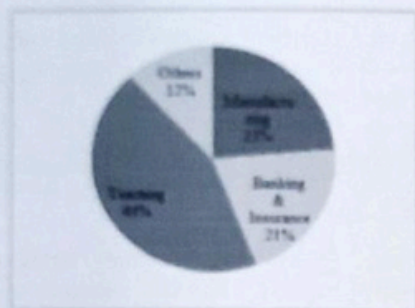
4. Employment Information

Employment Info	Number	Percentage
Student	29	41%
Full Time Employed	28	40%
Part Time Employed	06	09%
Unemployed	07	10%
Total	70	100%



5. The Sector in which they are employed

Employed In	Number	Percentage
Manufacturing	08	23%
Banking & Insurance	07	21%
Teaching	15	44%
Others	04	12%
Total	34	100%



6. Whether the respondents are doing the same job that they expected when they were pursuing higher graduation?

Yes	20	59%
No	14	41%
Total	34	100%

7. Does the Higher Education of India provide the students with the necessary knowledge and skills which are required for employment?

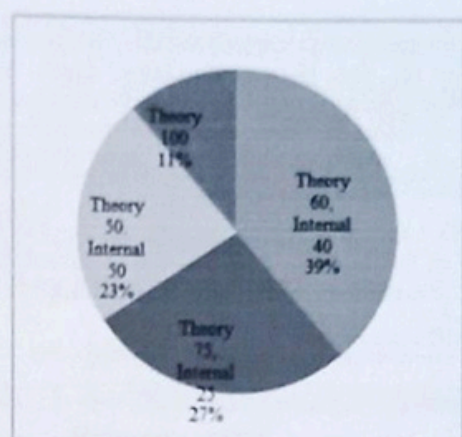
Yes	29	41%
No	41	59%
Total	70	100%

59% of the respondents feel that the Higher Education of India does not impart the necessary skills like effective communication skills, self confidence, team work, creativity, problem solving etc. because of which the young graduates, post graduates remain unemployed.

8. How do you think the college exam marks should be divided so that the students become employment ready?

Majority of the respondents feel that, out of the Total 100 marks allocated for the subject, 60 marks should be allocated for theory (i.e. written paper) and 40 marks should be allocated for internals like presentations, viva's, assignments etc. Following table and graph shows the details

Marking Structure	Number	Percentage
Theory: 60 mks, Internal: 40 mks	27	39%
Theory: 75 mks, Internal: 25 mks	19	27%
Theory 50 mks, Internal: 50 mks	16	23%
Theory 100 mks	08	11%
Total	70	100%



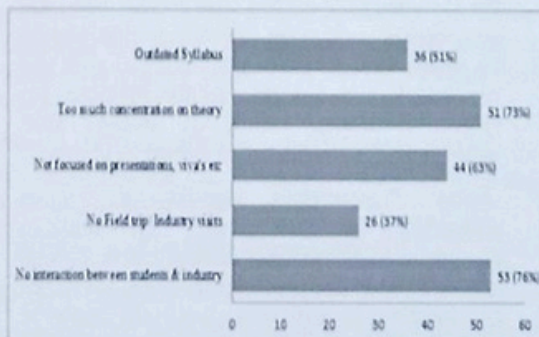
9. Which among the following activities do you think should be conducted for Internal marks, in order to make the students employment ready?



10. Whether summer internships should be made compulsory for students, whereby students can gain some practical knowledge?

Yes	51	73%
No	19	27%
Total	70	100%

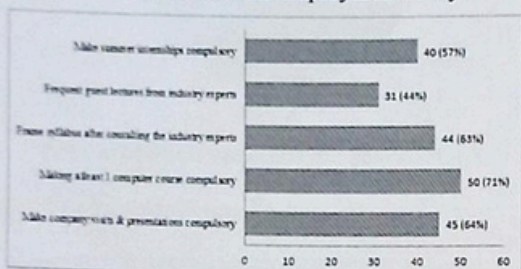
11. What are the major problems in Higher Education System that leads to graduates being unemployed?



Majority of the respondents, 76% of the respondents feel that the major reason for unemployment is that there is little/ no interaction between the students and industry experts. The

second major issue according to them, is that some degrees at the Higher Education Level are completely focused on theory. And the third major issue according to the respondents is, that there are no marks allocated for presentations, viva and interaction etc.

12. What are the important changes that need to be made in the current Higher Education System, in order to make the students employment ready?



Majority of the respondents, i.e. 71% of the respondents feel that making atleast 1 computer course compulsory at the graduation level is very much necessary in order to improve the computer literacy among the young graduates. This will help in making them more employable. The second most important thing that needs to be done according to the respondents is, compulsorily making the students to visit the company in groups and giving presentation based on the information obtained from the company.

SUGGESTIONS TO IMPROVE EMPLOYABILITY

- In order to improve the employability of the graduates, it is necessary to find out the current need of the various employers/ businessmen, the knowledge level that they expect from the prospective employees, the topics that should be added in the syllabus in order to gain the required knowledge etc. So the syllabus for Higher Education should be framed after proper consultation with the industry experts.
- Group Presentations should be made compulsory for each subject. The students should be made to visit companies in groups and find out information on the topic given for presentation. In this way, they will come in contact with some important persons of the company and gain some valuable knowledge about the company and its workings.

- Atleast 1 computer course like MS Excel, MS PowerPoint, Tally ERP etc should be made compulsory at the graduate level, in order to improve the computer literacy of the young graduates. Today the knowledge of these computer courses is required in many companies.
- Viva's, Presentations, Group Discussions should be conducted for internal marks. Similarly group assignments should be given, solving case studies should be done on a regular basis for internal marks. This will help in inculcating the necessary soft skills.
- Summer internships should be made compulsory for students. In this way, the students will be able to gain some practical knowledge and it will further improve their employability.
- Frequent guest lectures should be arranged for the students. Industry experts should be called to give lectures on various topics as well as the current workings of the industry.

CONCLUSION

From this study, it can be concluded that India's Higher Education System is expanding in terms of number of Institutions and the students' enrolment rate. But still it is unable to provide the students' pursuing higher education with the required skills and knowledge. As a result of this, a lot of young graduates are remaining unemployed in India. Therefore it is necessary to introduce some measures such as framing up to date syllabus, conducting presentations, viva's, group discussions, improving computer literacy etc. as mentioned above in order to improve the employability of the educated people of India.

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