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International Conference
“Role of Commerce and Management Education
in Employability Enhancement”

Organized by
School of Commerce and Management,
Sadguru Gadage Maharaj College, Karad.

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STUDY OF THE EMERGING EMPLOYABILITY, ISSUES AND CHALLENGES THROUGH VISION OF COMMERCE AND MANAGEMENT EDUCATION IN INDIA

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ABSTRACT:

Commerce and Management education has plying significant role in global arena. Commerce and management and higher education are base of employability especially professional education. It has increase the skill gap in to the student for the industrial job. Person think independently with freedom thought. The business management applied on the basis of hypothetically as well as experience person may get on job apprenticeship and training which are providing by business. Present paper is an attempt to expressive views of researchers on employability skill oriented education, emerging issues and challenges. Present research paper based on the only secondary data. Present paper suggest that to solve the managerial problems by commerce and management study, improve the quality of education through vision of employability, to improve the skill oriented education for enhance employability, Indian v/s international business programmes with great financial cost and loan option that build employability value, to solve the challenges of the employability on the basis of business education in to commerce, different higher education enhances skills and knowledge aspects linked with employability. Finally, paper concludes that study of commerce and management education in India has aware the emerging employability, issues and challenges in India. Commerce and Management study build the employability skills, emerging employability in India.

Key Words: Employability, Management, Education Quality, Business Education etc

INTRODUCTION:

Commerce and Management education has plying significant role in global arena. Commerce and management and higher education are base of employability especially professional education. It has increase the skill gap in to

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the student for the industrial job. Person think independently with freedom thought. The business management applied on the basis of hypothetically as well as experience person may get on job apprenticeship and training which are providing by business. Inexperience people aware about the fundamentals micro and macro situations in business. Those are helpful to known about the several issues and challenges in business management. Business should not disclose the secret of institution to another place and they applied their principles to gain practical experience. The business unit does not commit to person to imparting instruction and conducting training.

OBJECTIVES OF THE STUDY:

1. To study the concept of Employability.
2. To study the skill oriented education to enhance employability.
3. To study the emerging issues and challenges in India.
4. To give the some suggestions.
5. To draw the conclusion.

RESEARCH METHODOLOGY:

Present research paper based on the only secondary data which are collected from various articles, magazine, report and on website.

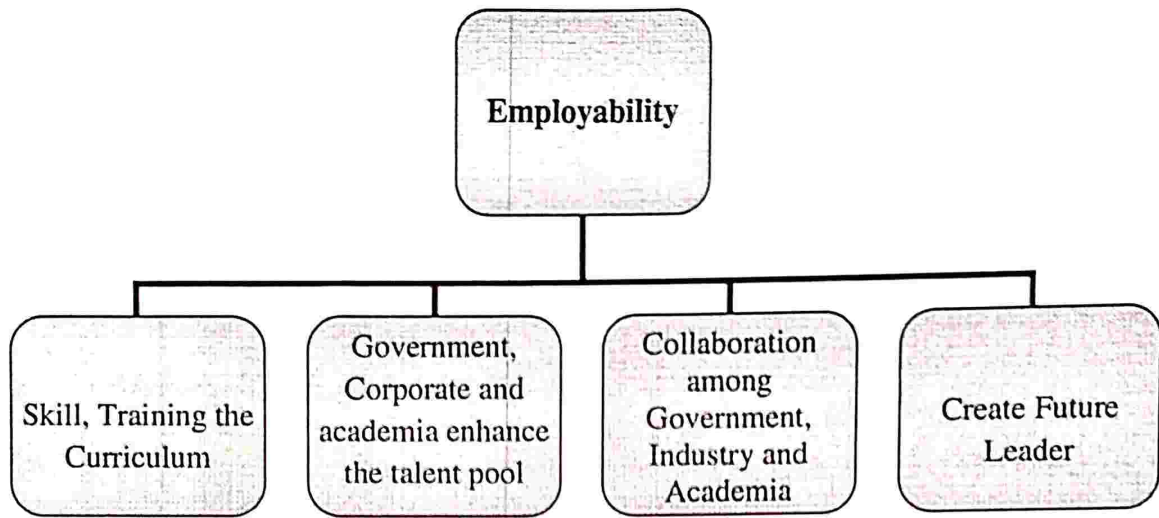
CONCEPT OF EMPLOYABILITY:

'Employability' plays a vital role in labour market policy in the UK, the EU and beyond. The concept of employability illustrate the objectives of the economic strategies promoted by institutions and labour market policies at national, regional and local levels. (McQuaid R.W.2005,p-1)

The concept of Employability means the development of skills and adaptable workforces which capable of work are encouraged to increase the skills, knowledge, adaptability and technology to enable them to enter and remain in employment all over their working lives. (McQuaid Ronald W. and Lindsay Colin,.2005,p-3).

SKILL ORIENTED EDUCATION TO ENHANCE EMPLOYABILITY:

Skill Oriented Education to enhance employability from following way,



i) Skill, Training the Curriculum:

“Academic institutions should develop a dynamic curriculum which gives more emphasis on practical knowledge and encouraging rote learning,” According to Rohit Manglik, the academic-industry collaboration for curriculum structuring, guest lectures and internships it will lead to better career opportunity for students

ii) Government, Corporate and academia enhance the talent pool:

Business Head of Ideate Labs, Christopher Higgins, said that changing areas like digital marketing, schools and universities does not keep up with the pace of change, and many agencies launched part-time training courses that lead to internships.’ Collaboration of Government, corporate and academia contribute to enhancing employment opportunities through internships, campus placements and providing work experience. He said that funding of higher education for a better quality of education that creates learning base syllabus for very long way.

iii) Collaboration among Government, Industry and Academia:

According to Manipal ProLearn, Chief Executive Officer, A.P. Ramabhadran, collaborations government, industry and academia aimed at to make one’s own a culture of self-learning and respect among students,” he said that Professor Prakash Kondekar of Saurashtra University feels: “The main goal of educational institutes or universities is to provide the educational component to higher education system to create the knowledge.”

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iv) Create Future Leader:

“To create future leaders who both can understand and contribute to their organisations in becoming nimble and corporate leaders.” Meera Gandhi, Global philanthropist and Founder of The Giving Back Foundation, stressed on entrusting youths to run companies not just the young people born into industrial families. Talent must be nurtured now. (Akash, <https://digitallearning.eletsonline.com,2018,pp-1-12>)

EMERGING ISSUES AND CHALLENGES:

i) The Managerial Challenge:

Success of business depends on various managerial challenges such as : (i) Matching the job; (ii) Objective performance appraisals; (iii) Achieving of skills, training and Manager role; (iv) Negotiation and managing; (v) Information and Communication Technology; (vi) Multinational business skills.

ii) Government policies:

For the relevance local political problem the teaching process, learning and research are grass-rooted. Basically, aware the different development education which changes the policy at macro and macro level which can create fear-complex and disturbance can be removed.

iii) Quality of Education:

Qualities of graduates or post graduates create employability. It clear that in term of industry expects talent that the institutions are producing. This issue requires the institutions and their academic leadership to take a hard look at the ‘graduate attributes’ that are required in terms of the knowledge and skill components as well as the curriculum and its delivery mechanisms. Recently government to change the ‘content loading’ of the curriculum for the 10th, 11th and 12th classes because content heavy delivery, it has failed at multiple levels of industry.

iv) Different Higher education:

Industries decide to produce output programme for the business excellence. There is need to be a excellence and innovative business education. More institutions and university work together on the interdisciplinary pedagogy innovation and applied learning for enhancing skills and knowledge which linked with employability.

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SUGGESTIONS:

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- 1 To solve the managerial problems by commerce and management study.
2. Improve the quality of education through vision of employability
3. To improve the skill oriented education for boost employability.
4. Indian v/s international business programmes with great financial cost and loan option that build employability value.
5. To solve the challenges of the employability on the basis of business education in to commerce.
6. Different higher education enhances skills and knowledge aspects linked with employability.

CONCLUSION:

Finally, concludes that commerce and management education has plying significant role in global arena. Commerce and management and higher education are base of employability especially professional education. The study of commerce and management education in India has aware the emerging employability, issues and challenges in India. Commerce and Management study build the employability skills, emerging employability in India. It has increase the skill gap in to the student for the industrial job.


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