Analysis of skill sets acquired by the Youth during lockdown and its impact on the employability

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Abstract:

Global pandemic situation has affected all the sectors and has resulted into economic slowdown. The working style of organizations changed and most of the jobs converted to digital platforms. "Survival of the fittest" has become the most appropriate mantra in this pandemic situation, either in life or career. Businesses of Digital service providers reached an all time high. Education sector also adapted to the digital platform. Teaching learning process got digitalized, adapting this change was challenging for a few but the youth who are well versed with the digital life used this situation as an opportunity. Many youngsters updated their skill sets to match with the requirements of industry. "Employability" was a big concern while updating their skill sets. This paper focuses on the skill sets acquired by the youth during lockdown and its impact on employability. This research has been conducted to understand the response of students towards the utilization of time during lock down and the skill sets acquired. The youth with various educational background and their approach towards life has been studied and concluded that;

There is no significant relation between the employability skills and the geographical area the youth belong to.The youth who would like to settle abroad not necessarily will have the highest employment skills and the right approach. The youth with high employability skills and approach have utilized their time more effectively to enhance their skill sets as compared to the youth with low employability skills. In a nutshell it can be concluded that the employable youth value the time and opportunities grabbed at right time.

Keywords: Employability skills, good approach, Career opportunities, youth.

Introduction:

Global pandemic situation has affected on all the sectors very badly. The world has almost stopped its functioning. The replications of this pandemic situation could be seen very clearly through the economic slowdown. Primary, secondary and tertiary sectors are affected on the whole. As a result, rightsizing of employees and salary reductions are the but obvious solutions that are executed. Darwin's theory of "Survival of the fittest" turned out to be the most appropriate mantra in

this pandemic situation, either in life or career. In life to remain fit one must take utmost care and should stay safe. In career the person must have appropriate skills that could help him/her to remain fit and survive. Government declared lockdown through - out the nation to control the situation and suggested shutdown of all businesses & institutions. Online businesses flourished in this duration. Schools, colleges started functioning online. Work resumed online, to cope up with the changes people started to acquire the skills. Many students utilized this lockdown period to improve upon the existing skills or to acquire the new skills. This paper focuses on the skill sets acquired by the youth during lockdown and its impact on employability.

Employability skills are nothing but the skills that an employer is looking for in a prospective employee, which are sometimes called as soft skills. Every individual differs in these skills and makes them stand out in the group. Employability skills make a person independent, easy to get along with and open to learn new things. Such skills might not be listed in job description but are common skills needed to do most of the jobs. Different people have defined employability skills in a different way some of common skills are; Communication, Teamwork, Problem solving, Initiative & enterprise, Planning & organizing, Self-management, Learning and Technology.

Objectives:

1. The study focuses on the effective time utilized by the youth during lockdown.
2. To understand the employability skills among the students with different background.
3. To know the approach and opinion of youth towards their life and career, post covid-19

Hypothesis of study:

1. Ho: There is no significant relation between the employability skills and the geographical area the youth belongs to.
   Ha/H1: There is significant relation between the employability skills and the geographical area the youth belongs to.
2. Ho: There is no significant relation between the employment skills and the approach of a youth and the wish of youth to get settle abroad.
   Ha/H1: There is significant relation between the employment skills and the approach of a youth and the wish of youth to get settle abroad.
3. Ho: There is no significant relation between the employability skills of youth and their opinion towards the time utilization during lockdown.
   Ha/ H1: There is significant relation between the employability skills of youth and their opinion towards the time utilization during lockdown.

Methodology:

The sample involved in the study are students who belong to various geographical region. 278 students recorded their response who have varied educational background. Through Snow ball sampling method the sample size could be reached.

Regression analysis is used to find out the inferences of employability skills.

Main seven employability skills are considered for study; Formal communication (Speaking and writing), teamwork, problem solving ability, an initiator, managing time, proactive towards the changes, and digital skills. These skills are rated at 5 point scale, so the skills are scaled as mentioned below. Social skills and registration of youth for new courses exhibits the approach of a youth, that enhances the employability skills. The approach has also been assessed and added to employability skills.

Y – indicates youth's contribution in either social activity or registration for new course.

2y – indicates youth's contribution in social activity and registration for new course as well.

Similarly, N and 2N describes No/non- participation towards social activity and learning new course.

Thus, the Inferences considered for analysis are defined as;

| |
|---|
| Highest employment skills and right approach - 21-35+ 2y |
| Higher employment skills and good approach - 21-35+y |
| Good approach - 7-20 + Y |
| Highest employment skills but approach is not right - 21-35+2N |
| Improvement in both is needed - 7-20 +2N |

Results and Discussion:

1. The following graph represents gender - wise analysis of the employment skills and the approach.
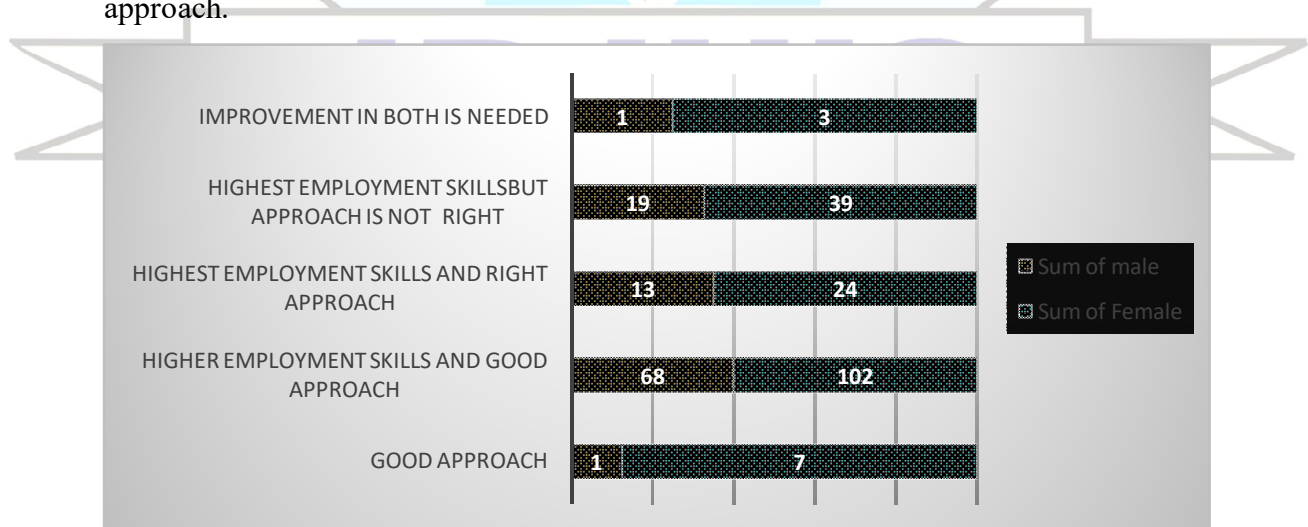
After analyzing the data, it has been noted that Maximum number of females have Higher employment skills and good approach

1. Impact of geographical location on employment skills and the approach
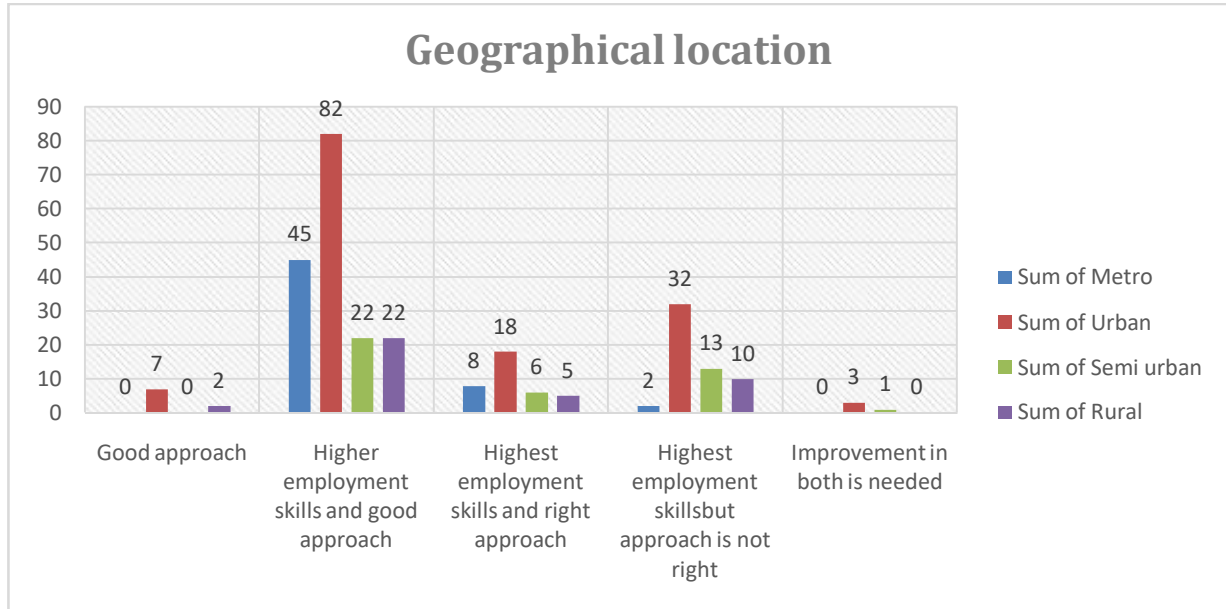
Maximum number of students from different geographical locations have higher employment skills with good approach. These students have better opportunities in their career.

2. Verifying the employment skills and approach among the students with different education background.
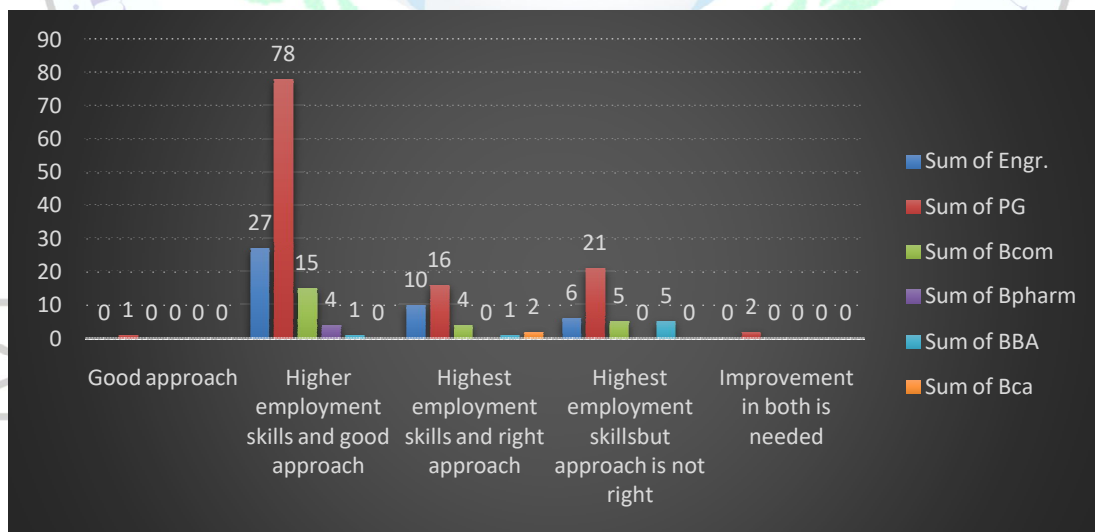
Maximum number of students studying PG and Engineering have higher employment skills and the good approach; these courses develop the sincerity and hard work among the students as compared to other courses.

1. Students career interests are studied; maximum number of students who want to do job in MNCs, would like startup with a new venture and would like join the family business have higher

employment skills and good approach.
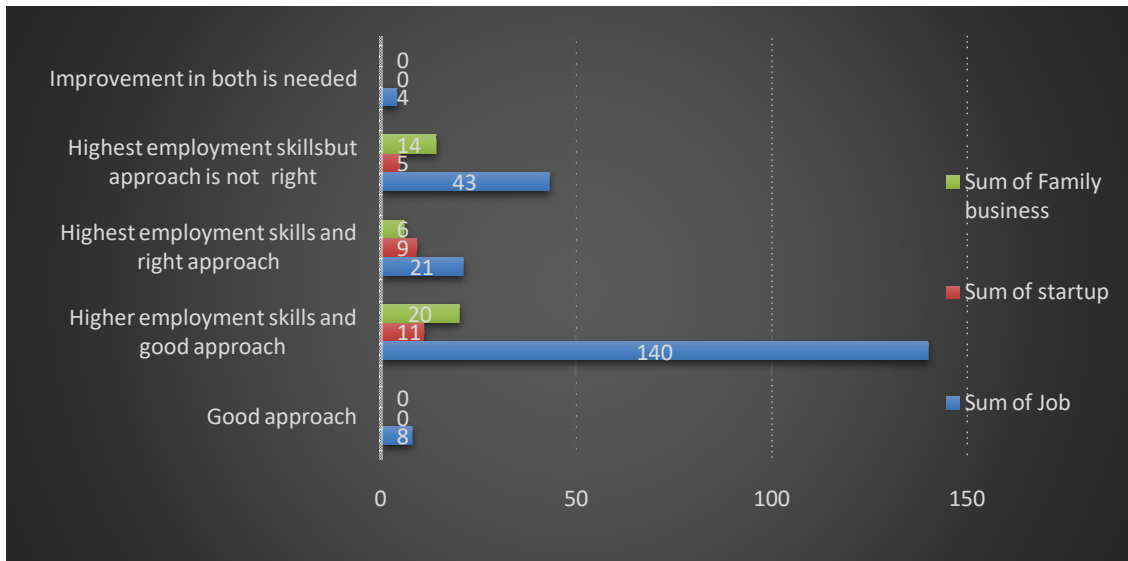
2. Skills sets and approach of the students who want to go abroad for there future and career development;
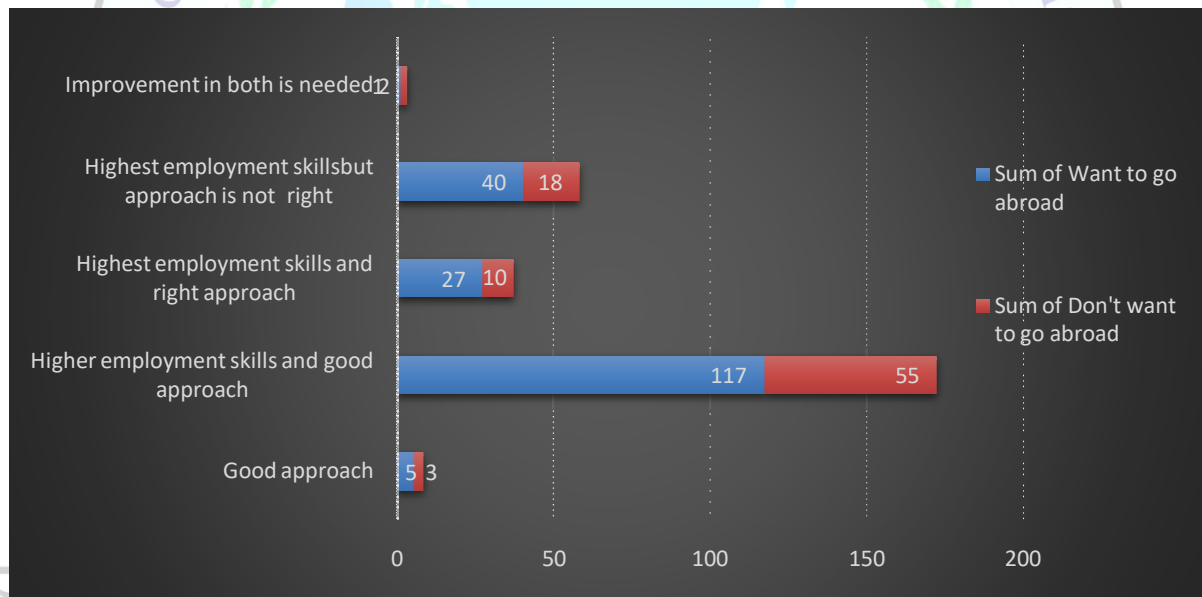

Maximum number of students who want go abroad and who don't want to go abroad for there future have higher employment skills and good approach.

1. Analysis of students' opinion towards; contribution of online courses towards effective learning, the skills set acquired for career building, the approach towards lockdown a new way of life and the family importance.
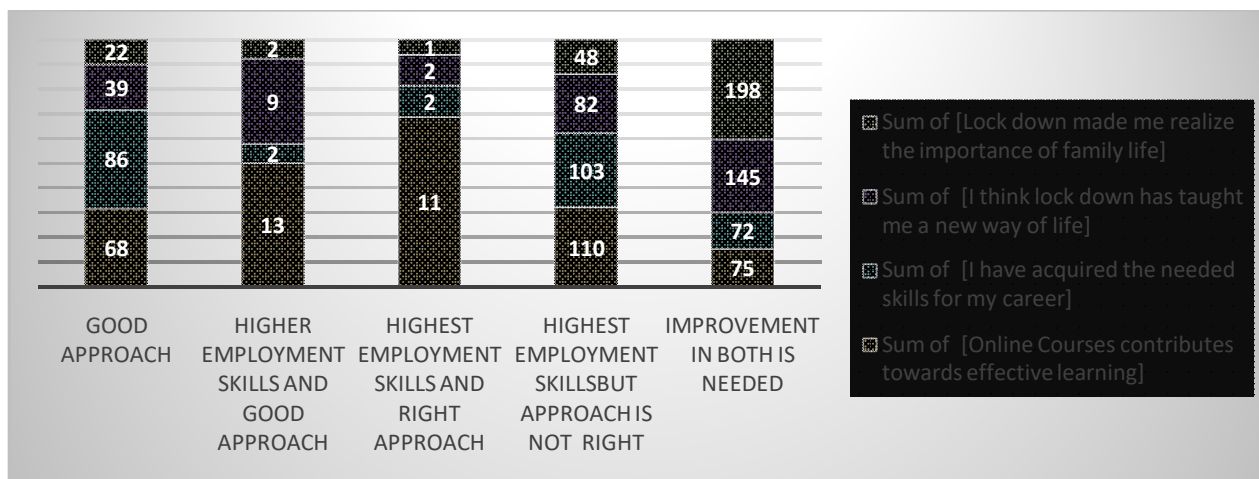
Maximum number of students who have opinion that online courses contributes towards effective learning have and have acquired the needed skill during the lockdown; have highest employment skills but there approach is not right. Approach of a person matters a lot to get success. Whereas, maximum number of students who are of the opinion that; lockdown has made them realize the importance of family life and taught a new way of life needs to improve upon both the employment skills and the approach as well.

Findings:

Hypothesis Testing :

Ho: There is no significant relation between the employability skills and the geographical area the youth belongs to.

Ha/H1: There is significant relation between the employability skills and the geographical area the youth belongs to.

Inference	Metro	Urban	Semi urban	Rural	Total
Highest employment skills and right approach	8	18	6	5	37
Higher employment skills and good approach	45	82	22	22	171
Good approach	0	7	0	2	9
Highest employment skills but approach is not right	2	32	13	10	57
Improvement in both is needed	0	3	1	0	4
Total	55	142	42	39	278

Observed value	Expected value	(O-E)	(O-E)* (O-E)	$(O-E)^2$ / E
8	7.32	0.68	0.4624	0.063
18	18.9	-0.9	0.81	0.042
6	5.59	0.41	0.1681	0.03
5	5.19	-0.19	0.0361	0.007
45	33.83	11.17	124.7689	3.69
82	87.34	-5.34	28.5156	0.33
22	25.83	-3.83	14.6689	0.57
22	23.99	-1.99	3.9601	0.165
0	1.78	-1.78	3.1684	1.78
7	4.6	2.4	5.76	1.25
0	1.36	-1.36	1.8496	1.36
2	1.26	0.74	0.5476	0.43
0	0.79	-0.79	0.6241	0.79
				$\sum$10.507

Degree of freedom = (r-1) (c-1)

$$= (5-1)(4-1)$$

$$= 12$$

The table value of Chi square for 12 df at 5% level of significance is 21.026, the calculated value of chi- square is 10.507 which is less than the table vale. So, the null hypothesis is accepted. It can be concluded that There is no significant relation between the employability skills and the geographical area the youth belongs to.

2. Ho: There is no significant relation between the employment skills and the approach of a youth and the wish of youth to get settle abroad.

Ha/H1: There is significant relation between the employment skills and the approach of a youth and the wish of youth to get settle abroad.

Inference	Like to go Abroad	Don't want to go abroad	Total
Highest employment skills and right approach	27	10	37
Higher employment skills and good approach	117	55	172
Good approach	5	3	8
Highest employment skillsbut approach is not right	40	18	58
Improvement in both is needed	1	2	3
Total	190	88	278

Observed Ferq.	Expected Freq.	(O-E)	$(O-E)^2$	$(O-E)^2$ /E
27	25.29	1.71	2.92	0.115
10	11.71	-1.71	2.92	0.249
117	117.54	-0.54	0.29	0.002
55	54.45	0.55	0.3	0.006
5	5.47	-0.47	0.22	0.040
3	2.53	0.47	0.22	0.087
40	39.64	0.36	0.123	0.003
18	18.36	-0.36	0.123	0.007
1	2.05	-1.05	1.1	0.537
2	0.95	1.05	1.1	1.158
				∑2.204

Calculated value of Chi square is 2.204

Degree of freedom = (r-1) (c-1)

= (5-1) (2-1)

= 4

Table value of Chi square for 4 df and at 5% level of significance is 9.488

The calculated vale is less than table value, so we can say that the null hypothesis is accepted.

It can be concluded that the youth who settle abroad not necessarily will have the highest employment skills and the right approach.

3. Ho: There is no significant relation between the employability skills of youth and their opinion towards the time utilization during lockdown.

Ha/ H1: There is significant relation between the employability skills of youth and their opinion towards the time utilization during lockdown.

Inference	[Online Courses contributes towards effective learning]	[I have acquired the needed skills for my career]	[I think lock down has taught me a new way of life]	[Lock down made me realize the importance of family life]	Total
Highest employment skills and right approach	11	2	2	1	16
Higher employment skills and good approach	13	2	9	2	26

Good approach	68	86	39	22	215
Highest employment skills but approach is not right	110	103	82	48	343
Improvement in both is needed	75	72	145	198	490
Total	277	265	277	271	1090

Observed Frequence	Expected Frequency	(O-E)	$(O-E)^2$ / E	$(O-E)^2$
11	4.06	6.94	48.16	11.86
2	3.89	-1.89	3.57	0.92
2	4.07	-2.07	4.28	1.05
1	3.98	-2.98	8.88	2.23
13	6.61	6.39	40.83	6.18
2	6.32	-4.32	18.66	2.95
9	6.61	2.39	5.71	0.86
2	6.46	-4.46	19.89	3.08
68	54.64	13.36	178.55	3.27
86	52.27	33.73	1137.67	21.76
39	54.64	-15.64	244.53	4.48
22	53.45	-31.45	989.36	18.51
110	87.17	22.83	521.39	5.98
103	83.39	19.61	384.56	4.61
82	87.17	-5.17	26.69	0.31
48	85.28	-37.28	1389.65	16.30
75	124.52	-49.52	2452.52	19.70
72	119.13	-47.13	2221.09	18.64
145	124.52	20.48	419.31	3.37
198	121.83	76.17	5802.53	47.63
			calculated value	∑193.69

Calculated value of Chi square is 193.69

Degree of freedom = (r-1) (c-1)

$$= (5-1)(4-1)$$

$$= 12$$

The table value of Chi square for 12 df at 5% level of significance is 21.026, the calculated value of chi- square is 193.69 which is greater than the table vale. So, the null hypothesis is rejected. It can be concluded that the youth with high employability skills and approach have utilized their time more effectively as compared to the youth with low employability skills. In a nutshell it can be concluded that the employable youth values the time and opportunities grabbed at right time.

Conclusions:

The study is conducted to analyze skill sets acquired by the Youth during lockdown and its impact on their employability. The youth with various educational background and their approach towards life has been studied and concluded that;

There is no significant relation between the employability skills and the geographical area the youth belong to.

The youth who would like to settle abroad not necessarily will have the highest employment skills and the right approach.

The youth with high employability skills and approach have utilized their time more effectively as compared to the youth with low employability skills. In a nutshell it can be concluded that the employable youth value the time and opportunities grabbed at right time.

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