



UNEMPLOYMENT STATUS AMONG GRADUATES –A STUDY ON POSSIBLE AVENUES OF EMPLOYMENT

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Abstract

India is the one of the fastest growing economies in the world. But in India unemployment is the biggest challenge for economy. There are 6 crores of youth are unemployment with well educated. This paper examines the causes and consequences of unemployment among graduates in present scenario. Unemployment causing because of social issues, poverty, violence against women, inappropriate education system, various causes for poor placements. This paper also suggests some measures to overcome the problem of unemployment.

Key Words: Higher Education, Graduates, Unemployment, Youth.

1. Introduction

Youth are facing unemployment. Unemployment is due to between aspiration of graduates and employment opportunities through placements & other sources. Unemployment refers to jobless or joblessness. unemployment is the most important variables in macroeconomics. The phenomenon of very high unemployment is bad and should be avoided if possible. Reasons for priority and urgent to control unemployment can be appropriated after knowing causes and consequences.

Unemployment is of 3 types they are

1. cyclical -which is caused by business cycle i.e when demand for goods & services fall. It creates more unemployment.
2. frictional-which is caused when worker leave their job voluntarily.it is short-term and a natural part of the job search process.
3. structural-which is occurred when there is shift in the economy that creates mismatch between the skill workers and skill needed by employers.
4. Unemployment leads to loss of self-respect, frustration, poverty. in some developing countries like India has other types of unemployment.

Government of India has taken some measures to fight unemployment they are:

1. Mahatma Gandhi national rural employment guarantee act (MGNREGA) in 2005.
2. National skill development mission.
3. Swarna Jayanti Shahari Rozgar Yojana.

Unemployment has increased since 1993-94 for females and as well as females in rural areas.

2. Unemployment Status in India

One of the major social issues in India is unemployment. As the Indian labour laws are inflexible and restrictive, and its infrastructure is poor, which is actually the main reason for India's unemployment situation, according to The Economist. As of September 2018, according to the Indian Government, India had 31 million jobless people. The scenario of Assam, in the case of unemployment, is also worst. As per statistics made available by the state Skill Employment and Entrepreneurship department, the total numbers of registered employed in the state is 19,63,376; of them, 16,65,866 are educated or skilled ones and 2,97,510 unskilled ones. Further, as per statistics, the state has 942 unemployed medical graduates,



7,804 jobless engineering graduates, 327 jobless veterinary graduates, 832 jobless Agri graduates, 16575 postgraduates, 3,97,824 general graduates, 6,82,796 H.S.- passed candidates, 5,67,340 HSLC passed candidates and 46,137 others. The highest number of unemployed have their names registered in Guwahati which is almost 3 lakh.

The lack of skill-based education in schools and colleges is the main reason for unemployment. Our education system is primarily concerned with the quality and knowledge and written examination more than practical based tasks. For these reasons, after completion of graduation, while facing interviews, students find themselves lacking in confidence and skills. The rapid growth of population also being the burden on cultivation, low productivity in the agriculture sector, defective economic planning, lack of capital etc are also some of the foremost reasons for unemployment. The overall result of the unemployment is rate is already not so good; while now due to the corona virus effect, it has left a devastating impact on the economy of India.

The unemployment rate in India, amidst lockdown and restrictions on mobility, is 12.81% as of June 8th 2021 based on the data provided by the CMIE. Earlier, the unemployment rate in India shot up from 6.5 per cent in March 2021 to 8 per cent in April 2021, to 14.7% by May end, while the employment rate fell from 37.6 per cent in March to 36.8 per cent in April, says the report of CMIE – Centre For Monitoring Indian Economy. In 2020, the unemployment rate in India fell to 7% in September 2020 from the record high of 29% since the country went into lockdown from March 2020, However, it later increased to 9.1% in December 2020.

The unemployment rate again declined to 6.5 per cent in January 2021 from 9.1 per cent in December 2020, while the employment rate surged to 37.9 per cent as compared to 36.9 per cent. The lockdown to contain the coronavirus outbreak has forced many industries to shut down thus increasing unemployment across the country. The main objectivity of the study is to know the problems facing by the graduates for employment of the individual.

3. Objectives

The main objective of the study is to know the various are as follows:

1. To study the causes and consequences of unemployment among graduates.
2. To study the graduate's opinion on higher education.
3. To study the possibilities of better employment opportunities in India.
4. Suggestions for reduction of unemployment.

4. Methodology

The study was based on primary data. Primary data collected by forming a questionnaire and 118 respondents of Warangal City. Convince sample method is used for the sampling survey. Since the aim of the survey is to allow every person to list his/her opinion about problems facing by the graduates for employment. In order to analyze the collected data, ANOVA, ranks and Chi Square test were used. The Personal Factors such as gender, qualification and work status, and income and life stage are analyzed through a structured questionnaire.

The following statistical techniques are used for the analysis. They are:

1. Reliability test
2. frequency
3. Anova
4. Correspondence analysis
5. Chi – Square



5. Causes and Consequences of Unemployment among Graduates

The job market of today is a highly competitive place. Given the current scenario, it is quite hard to impress the employers with merely a good academic background; the simple reason being that employers are looking for candidates with first-hand practical experience of the how work is done in offices under real-life situations. Several studies have revealed that real-life exposure to work has more impact on a person's ability to do a job than their academic degrees. At times, the practical application of a concept differs from what you were taught as a theory in a classroom and this is where work experience comes into the picture for college students. Also, certain soft skills essential for college students entering the job market can be learned only in a professional setting. Thus, internships, volunteer works, part time jobs etc. have become an integral part of the college curriculum in today's time. But, before we go on to discuss the various benefits of work experience, let's first have a look at its different types. If the problem of unemployment is solved it will help in development of the country. With Population of 1.40 billion in our country the unemployment rate is increasing day by day. The problem of unemployment is rising but still many industries are facing the problem of skilled candidate for their company. There is a boom of software companies, outsourcing companies in India, but still facing the problem of unemployment.

Here are some of the reasons why there is unemployment in India

1. There are employment opportunities in India, but the rising population problem creates the unemployment. If the population grows in the same rate the next generation will face more problems of unemployment. If there is vacancy for 1 position 100 or 1000 apply for the position and only one gets the job and others remain unemployed.
2. Inflation
3. Indians don't take jobs which are below their grades. Many find it difficult to work at the below qualification level job.
4. Low wages or salary below the market rate.
5. Many big industries look for the skilled candidate only, for their company.
6. Recession
7. Many Employers give preference to the experienced candidates only and not the fresher.
8. Not enough or new jobs: As per the experience & analysis from Get Sarkai Naukri, number of new government jobs is decreasing every year. Government is not able to create enough jobs keeping in mind the Indian population.
9. Slow business expansion
10. Advanced Technology: Earlier for task hundreds or thousand people were required to do a work but now due to the advanced technology only one person can do many people's works. With the advanced technology companies are hiring few persons to operate the machine. Give a command on computer and the work is done this has cut off the employment of many.
11. Corruption: In Government sector and in some private sector people get the job by giving the bribe. Even though the candidate is not that qualified but if he gives the bribe he gets the job. So to get a government job give a bribe. The qualified candidate remains unemployed as no money to give the bribe.



6. Analysis and Discussion

The field survey results pertaining to the respondents, who are unemployed youth are taken into consideration for the survey. The valid sample size of respondents is 118. The study on age group of respondents reveals that, about 57 percent of respondents are in the age group of 20-22 years. Further, 25 percent of them are in the age group of 22-24 years. The study on gender reveals that, about 67 percent of respondents are male and 30 percent are female. The study on educational qualification of respondents reveals that, from the table, it is to observe that, majority of the sample respondents, i.e., 51.7 percent of the respondents are graduation followed by 43.2 percent of the respondents are Post graduation and above, 5.1 percent of the respondents are Intermediate. Table-1 presents the Qualification of the respondents composed from the field survey. From the table, it is to observe that, majority of the sample respondents, i.e., 79.7 percent of the respondents are urban followed by 20.3 percent of the respondents are rural.

Table-1, Analysis on Age group, Gender, Qualification and Locality of Sample Respondents

Sl.No.	Age group	Frequency	Percent
1	18-20	12	10.2
2	20-22	67	56.8
3	22-24	29	24.6
4	More than 26	10	8.5
Total		118	100.0
Gender		Frequency	Percent
1	male	79	66.9
2	female	35	29.7
3	Prefer not to answer	4	3.4
Total		118	100.0
Qualification		Frequency	Percent
1	Intermediate	6	5.1
2	Graduation	61	51.7
3	Post-graduation and above	51	43.2
Total		118	100.0
Locality		Frequency	Percent
1	urban	94	79.7
2	rural	24	20.3
3	Total	118	100.0

Source: spss analysis.

Study on Reliability of results: a total of 20 items are considered for the field study. Among the total responses recorded for 118 respondents, the computed Cronbach's alpha is 0.629 which reveal that, the



data is consistency. The above table 1 it is to the reliability of data gathered for the current study Cronbach’s alpha is 0.629 which shows that the test data is reliable.

Table 2: Reliability Statistics	
Cronbach's Alpha	N of Items
.629	20

Source: SPSS analysis

7. Analysis on Association Qualification and motive expected from college

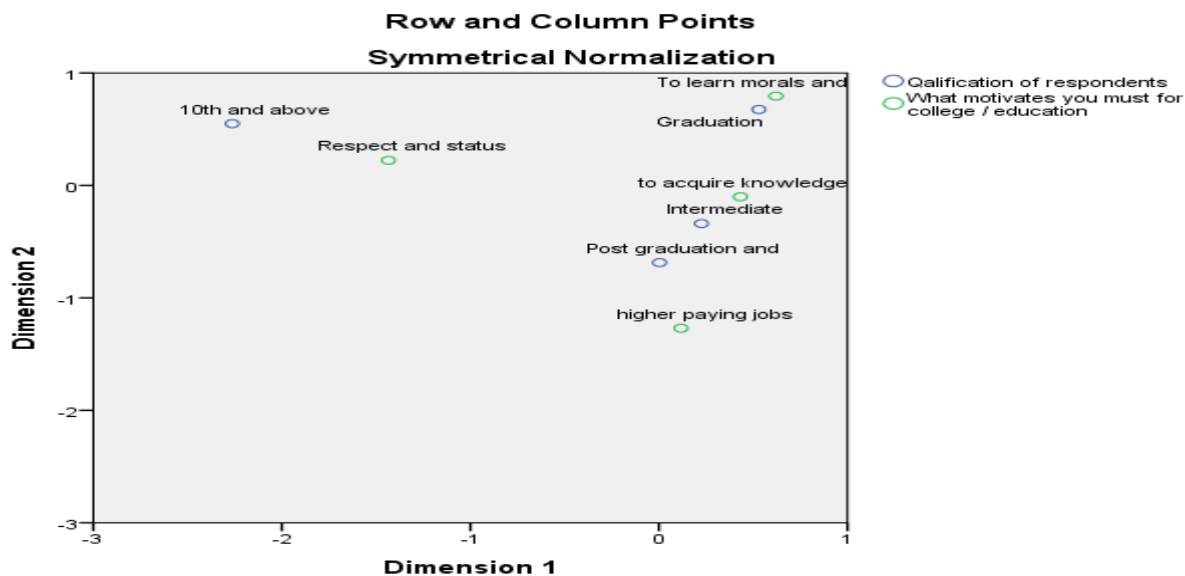
The correspondence map shows each category score on both dimensions for both Qualification of respondents and what motivates you must for college / education respondents. We can see the usefulness of scores as measures of distance on the two interpreted dimensions of our model. The scores allow us to compare categories across variables in two-dimensional space,

i.e: -qualification of respondents and what motivates you must for college of respondents.

1. from the above we can clearly see that qualification of 10th and above are depending on higher paying jobs.
2. qualification of intermediate are depending to acquire knowledge
3. qualification of graduation are depending on to learn morals and ethics.
4. qualification of 10th and above are depending on respect and status.

< 0.05 accepts Ho

So, we can conclude that there is a significant association in the correspondence map, between the qualification and what motivates you must for college by samples respondents.



8. Analysis on Association between Age and perception on worth of college Degree

The test of association in between age group of respondents and perception on worth of college degree is studied and results are shown in table-3. The test results show that the computed Pearson Chi-square probability value is 0.049 which is less than 0.01 (1 percent significance level), hence the results prove that there is a significant association between age group of respondents and perception on worth of college degree.



Table 3: Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	12.666 ^a	6	.049
Likelihood Ratio	14.043	6	.029
Linear-by-Linear Association	.001	1	.974
N of Valid Cases	118		

Source: SPSS analysis

The above table says that it is rejecting H0 it means there is a significance correspondence between the Is college degree worth of it and age of the sample.

Possible avenues for employment to the Youth

The following are considered as the important sources to overcome the problem of unemployment.

1. Education

For every problem in the world, Education stands as the strongest solution. Education is the basic right of any citizen and it should be provided with minimum fees. Right from equal educational facilities, to skill-based and computer knowledge, the Education system can and should be improved.

2. Career guidance

Job seekers who could not figure the right career path should consult a career guidance expert. Every industry has numerous career opportunities but Indian workers lack complete awareness about the same. A career guidance expert can help job seekers understand the industry know-how, zero down on the best career option and choose the right career path for them.

3. Skill-based training

Every job role requires a specific skill set. Hence, every job seeker should get training in those skills. Many EdTech startups provide career guidance with industry, job, or company-specific training to hone organizational skills. These skills training sessions also include resume building training, interview preparations through mock interviews, and everything that can help job seekers become employable.

4. Job referrals

Many job seekers fail to find the right place to work. **Job referrals in top companies** can help job seekers prepare and crack interviews accordingly. It is important for job seekers to find the right company and get placed with a deserved salary. This will minimize the frictional unemployment crisis in India.

If every fresher graduate has an opportunity to work in the companies, then we are already halfway through eradicating unemployment. Additionally, if job seekers receive the right career guidance, get trained, then every top company would want to hire them. Education, career guidance, skill-based training can together solve the unemployment crisis in India.

9. Conclusion

Graduation turning from the transition from student to employee through schooling could be a positive cycle for sustainable society. Well-read employees contribute to partitioning social problems and build around foundation of social customary. This paper provides many factors to explain the graduates’ state at the individual level, and therefore the four main factors play a role in providing proof on why



graduates are jobless. whereas over-education is due to redundant instructional services from establishments, the gap in individual perspective is related to the preferences and priorities of the individual. Although this paper focuses additional on the individual causes associated with graduate state, society will give different opportunities to rent extra graduates through completely different general changes. any analysis is required to research the role of society to minimize graduate unemployment. the govt. ought to produce effective employee management methods from public areas, and personal sectors conjointly must be compelled to produce hiring plans to use potential workers when graduation. Collaboration between public sector and personal sector is important to handle the state downside as an entire. Mass education of youth and their gainful employment in productive jobs is central for capitalizing on India's demographic dividend. The expansion of employment exchange, increasing employment opportunities and productivity of labour, Capital formation should be particularly encouraged in such activities and Decentralization of industrial activity to reduce unemployment are considered as the effective remedies for reduction of unemployment among the youth.

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