

A Case Study on Unemployment of Technical Student in Current State

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Abstract: Present condition unemployment of technical student is current problem of India. Maximum No's of student's parents invest huge amount of money for their study and they have not got right placement. The main reason for the technical student skill is not up to standard. Now, in India maximum students qualified engineering course from engineering colleges (managed by private and state government). Maximum engineering student are found not up to standard skill of fulfill the requirement of the industry needs. In engineering education there is huge gap between industry and institution co-ordination. National Skilled Development Corporation or Skill Development Corporation of states is more emphasized to ITI student for skill up gradation. For the above several reasons likes less practical experience, lack of fundamental knowledge, and lack of entrepreneur's motivation engineering students are like doing clerk job and banking jobs. Some students change the line perusing MBA course after completion engineering course. This paper is present reason of unemployment of technical student present scenario.

Keyword: casualised, polytechnic, MBA, ITI, downzied

Introduction

Current country economic condition downfall from due to some problems and some company come under pressure of invest risk. For this reason, company start reduce large no of employee. So the trend will continue for unemployment. Recently a survey was done and find out maximum 60% above of technical student not fit for industry standard requirements. So in competitive edged maximum company are giving more resource fulfill their high skilled manpower's. Now maximum industry emphasized reduction production cost increased the quantity and standard quality of production for these purpose need to focus raw material handling, inventory control, production process and working capital. For the above purpose, human resource department need high skill human capital. Now technical student belongs to engineering graduate are not fits for above requirements. At present condition is that maximum engineering graduate engage clerk job, banking section clerk job, office administration and general administration jobs. So it is conclude that in India minimum Rs.5, 00,000 (Rupees Five Lakh)capitation fees are requiring completion engineering degree but they are not fit for industry requirement standard. It is a very crucial matter. Its leads waste of time and money and resource as well as economic condition possible to down towards low. The main factor of unemployment reason is a) lack of proper training, b) career choice not properly, c) lack of fundamental and depth knowledge in technical subject on theory and practical, d) lack proper teaching, e) lack of industrial exposure, f) students are unable to concentrate their study during their course period, g) lack of self employment motivation and skill etc. As per ILOreports unemployment rate of India was 3.5% at end of 2018 and 3.46% on end of 2016[1].In past, unemployment rate was 4.15% on 2008. In period of 2008unemployment rate was reached highest rate and it's little reduced that time unemployment rate was 3.91(ILO report)[2]. In India, rural areas have highest unemployment rate comparison to urban areas. Tripura state has highest unemployment rate, whereas Gujarat has least unemployment rate. In India Kerala has highest women unemployment compared to men unemployment(Chandrasekhar *et al.*, 2006) [3].Table-1 shows India unemployment rate.

Year	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Rate	4.15	3.91	3.55	3.54	3.62	3.57	3.53	3.49	3.46	3.49	3.50

Table.1 Unemployment rate of India

Literature Review

There are number of papers on the reason of unemployment problems are published. The main cause of unemployment problem labour transaction between insider and outsider positions (OCED, 1992) [4]. There are a number of factors depend on unemployment i.e. individual background factors, training and labor markets programs, history of dependence, insurance effects, job offers arrival rate and acceptance probabilities, adaptation of reservation wages, temporary layoff experience rating, demand factor, etc. (Pederson and Nielsen.,1993)[5]. Unemployment basically focuses decision marketing of worker rather than firm and its neglect of shifting the structure of employment. Unemployment is partly determined by the percentage of firms who follow a casualized just in time employment strategy (Osberg, 1995) [6]. It is the unequal industrial impact on demand side business cycle fluctuation (Abraham, 1986) [7]. As per report of ILO and UN Report unemployment rate is maximum 3.5. Youth unemployment create not only economic problem but also social issue like as poverty, violence against women's, drugs, and labour force. Another problem is unemployment is caused inadequate education systems, new liberal economic policy and various cause to poor placement (Singh, 2018) [8]. The main cause to unemployment is economic slowdown and cut cost of payroll expenses, and financial crisis and history of recession due to broad knowledge of the educated youth lack of profession skill, training, job search ability, person not getting right jobs after giving interviews (Lam,2006, GOI, Planning commission)[9][10].

Reason of unemployment

1. Recession is decline in country

In recession several quarters of slowing down and also it's normally taking place when consumer loose confident in the growth of country's economy and spend less. In the time of recession the companies face high risk to operate business. In 2019 to 2025 most of business sectors comes under survival position. Probable they may follow the patterns

- a) Stop hiring new workers.
- b) Full time workers engage part time workers.
- c) Part time workers have their hours cut.
- d) Company starts laying workers/redundancies.

2. Poor skill or unproductively worker available in markets

Due to poor skill quality of technical workers produced by educational institutions, they are not fit for the modern competitive scenario of the industry. So companies are rejected to maximum candidate for recruit them. Table.2 shows that domain wise unemployment due to poor skill and Table.3 shows that course wise employability after skilled development.

Domain	2017	2018
Engineering	48%	44%
MBA	54%	52%
BA	65%	62%
B.Com	58%	63%
B.Sc.	70%	65%
M.C.A	66%	58%
ITI	54%	70%
Polytechnic	75%	68%
B.Pharma	55%	50%

Table.2 Domain wise unemployment due to poor skill

Engineering Course	2017	2018
Information Technology(IT)	30%	27%

Computer Science	48%	40%
Electrical Eng.	54%	40%
Chemical Eng.	30%	33%
Bio Tech Eng.	50%	40%
Electronics & Communication Eng.	48%	30%

Table.3 Course wise employability after skilled development

3. Unbalanced political situation

Due to unbalance political situation in country's most of companies stop totaking workers because they are not take risk for investment in new project. So naturally unemployment situations are created. So the political stabilization is very much essential for a country.

4. Trade Union.

By political pressure of opposition party link to the trade union which leads become political agent of their party. They create strike and lockout situation in industry. Investors are least interest due to strike and lockout by the trade union. Maximum jute mill of west Bengal are closed due to wrong practice of trade unions.

5. Company change policy

The company forced to implements reduction of workforce and they are downsized in business competition and creating the environment of changing work roles, growing complexity, uncertainty to point fearing permanent job loss. Due to this problems 28% employee are works with passion and feel a profound connection to their companies. They drive innovation and move to organization forward. So 54% employee of company not like engage and are check out because they are sleep walking through their workday, putting time but not energy passion into their work. Company is like to actively disengage 18% of employee those who are unhappy at the work and the acting out their unhappiness.

6. Defective foreign policy and regulation

Due to poor governance of defective policy export import trading are hamper. So it's created slow down stock market and industry. Company are starts their recruitment of new workers if foreign consignment is more. Maximum software industry and consulting units are got project from outside developed countries. Due to defective policy foreign investor itis also affected to unemployment.

7. Government not important to small sector and cottage industry

The large sectors like power, steel, aluminum industries are not solved the employment problem. Their work force is very less due to modernization on competition market. Small sector and cottage industry are co-operation solved employment problem. Government making proper policy and promoting these sectors are got helps in marketing problem and financial problems, unemployment problems.

8. Lack of self employment and entrepreneurs motivation

Due to less confidence today engineering student are not like to self employment job. Social factor is another reason of technical student dislike self entrepreneur profession. Less then 3% student are motivated self employments. In India, institutions are not given importance motivating them on self employment.

9. Working life of India

In ancient India, the main profession of Indian people is agriculture firming. The agriculture sectors are base on family profession jobs. Due to natural hazardous and calamities and Government gives less importance to these sectors maximum people search job other sectors like construction, manufacture, retail trade, financial institution, education and health, Government administration. Indian people are given education to their children for

employments on Government job and manufacturing industry and financial institution. Schools left out student are joining as labour class in construction sector or other sector. Graduate students are joining these sectors on higher post. Manufacturing sectors steel and aluminum like big sectors need craftmans skill for their operation and maintenance jobs. So ITI and Apprentice training institutions day by day increased and produced craftmans. So the unemployment rate increasing day to day people are put them their child to engineering education or medical education on aim to their child got a good job. So they are investing huge amount of money from their income for this education. Some case they are taken loan from banks also. A survey of working life collected information on the employment condition, work arrangement, job flexibilities are cover on following topics [11].

- a) Length of time in main job.
- b) Employment relation to main job (i.e. temporary including type of temporary employment, permanent, employer, self employment).
- c) Working times and hours.
- d) Work at home.
- e) Job flexibility in main job.
- f) Employer funded study and training.
- g) Work related health and Safety.
- h) Annual leave.
- i) Type of employment Memorandum of Understanding MOU (collective or individual).
- j) Trade union management.

10 Job satisfactions

Present scenario most of technical engineering graduate suffering in employment problem in recession time. In recession period find job is very difficult new engineering graduate. In technical education initial for engineering and advance education is specialization. Student are admitting different course like engineering, science, commerce and other subjects like management and chartered accountant etc. Table.4 shows student admitting in different course.

	2010	2011	2012	2013
Engineering	25%	28%	35%	37%
Science	18%	15%	15%	12%
Commerce	32%	29%	29%	28%
Other	25%	28%	21%	25%

Table-4 Students admitting in different course

In 2015 and 2016 students are taken admission on engineering course slow down only one reason for slow down admission due to less placement. In the employment condition on December 2007 the national employment rate of engineering student was 5.0% in June, and 2009 it was increased 9.5%. In some months after the unemployment picked 10.0%. This type of situation arises June 1982 to September 1983. In last 40 years employment rate increases in financial services, professional sector, business service sector and education and health service sector. Governments may be not emphasize and chalk out clear structure planning on above matter. So naturally the unemployment rate also increased.

11. Impact of Recession on Employ of Technical Students

The recession is effected to engineering graduates in the employment arena. Recession period more people lay off their job in single day. That time the companies are face difficult to take on new graduates. Another big trouble for engineering graduates are face problem over qualified to applied particular job. Table-5 shows that percent of change employment rate during recession from 1975 to 2009.

	1975	1980	1982	1991	2001	2009
Construction	-10%	-12%	-6.5%	-10%	-3%	-17%
Manufacturing	-7%	-12%	-9%	-5%	-10%	-6%

Retail Trade	3%	-3%	-1%	-4%	-3%	-6%
Financial Services	2%	3%	1%	-1%	2%	-4%
Professional and Business Services	2%	3%	1%	-4%	-7%	-9%
Education and Health Services	6%	8%	4%	10%	8%	5%

Table-5 Change employment rate during recession

Halting of hires new people, young people who are leaving education (schools, colleges and university) and also enter labour market first time are like to face unemployment during this period. The young candidate those are little works experience unlike to be mobile with these situations they attempt to search new job for ideal works so due to these cause they leave their employment and in time they face difficulty to find a new job. So they become unemployment.

Year	2014	2015	2016	2017	2018
Over all Employability	33.95%	37.22	38.12	40.44%	45.60%

Table-6 Overall Employability of India

Solution Methods

1. Policy Formulations in India

At present organization are seeking resources which are multidisciplinary and interdisciplinary in nature to cope up organization demand. The main objectives are policy formulation in India.

To overview the Indian higher education scenario and compare with different type of higher educational Institution Monitoring number of higher education institution with focus on type of education programs and nature. Monitoring private universities established in India with their programs. Emphasized should on specialization in CIT (Computing and Information Technology) domains. Implementation collaboration model in higher education in context computing and IT related degree private universities in India.

2. India Education System

In India there are 40,000 plus higher educational institution, universities, general college, professional college. The higher education systems in India are governed by several bodies. The central tag set of institution like IIT's, NIT's, IIM's institution called national importance and their role is significant context. Technical education like engineering categories educational institution are offer diploma level, B.Tech level and master level. B.Tech level they are offer Bachelor of Technology and Bachelor of Engineering and master level (Master of Technology and Master of Engineering. Apart from above degree few other few other degree M.Tech (Research)/ME(Research) which are offer due to research contribution program concentrated resource affair's.

The technical education are no of problem produced poor quality student i.e. lack of infrastructure, irrelevant curricula, availability of less skilled and edge professor lack of industrial association. At present corporate sector booming the skill knowledge and changing situation of this organization moving to get resource are collaboration with industrial association requirement and trend.

Some companies are established by permission under Ministry of Corporate Affairs, Government India) are performing role knowledge provider training base units like IBM, Google, iNature, Oracle and Silicon Lab. They are training to theoretical student for up gradation their skill. Apart from above company training organization Government of India established National Skill Development Corporation for up gradation of technical skill to technical students.

Conclusion

In future unemployment problem are acute more in India due to recession, modernization of industries, economy slow down due to COVID-19 become pandemic. Another important thing is that below standard of technical qualified student is not fit for industries requirement. On education service sector employment rate find positive but other sector find negative maximum industries day by day utilized machine and automation system so in future employment problem are increases day by day to tackle this situation there is no government policy of industrial development and manpower reduction. Government should adopted concrete plan for above purpose as well as more emphasized to promoting self employment through entrepreneur training and motivation programs. Government should promotion new small entrepreneurs markets. Institution will closely relate to industries units and trained and build up student to meet industries standard requirement. Government should keep balancing situation between employee and employer in corporate business sectors.

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