

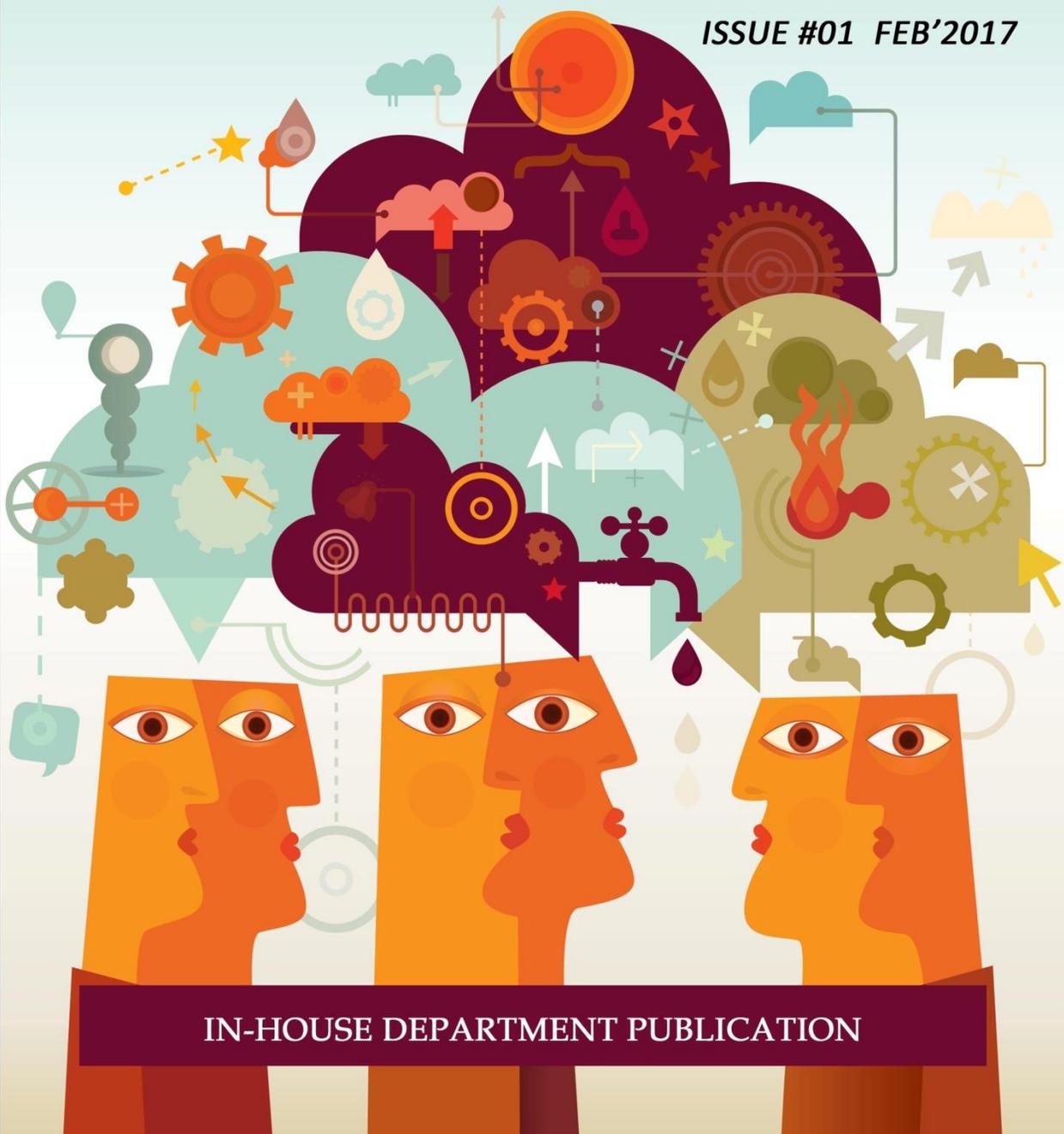


Sadhana Education Society's  
**L.S. Raheja College of Arts & Commerce**

# FINACC

*Bachelors of Commerce (Accounting & Finance)*

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# ***Integrated Efforts to Improve the Employability of Indian Graduates and Post Graduates***

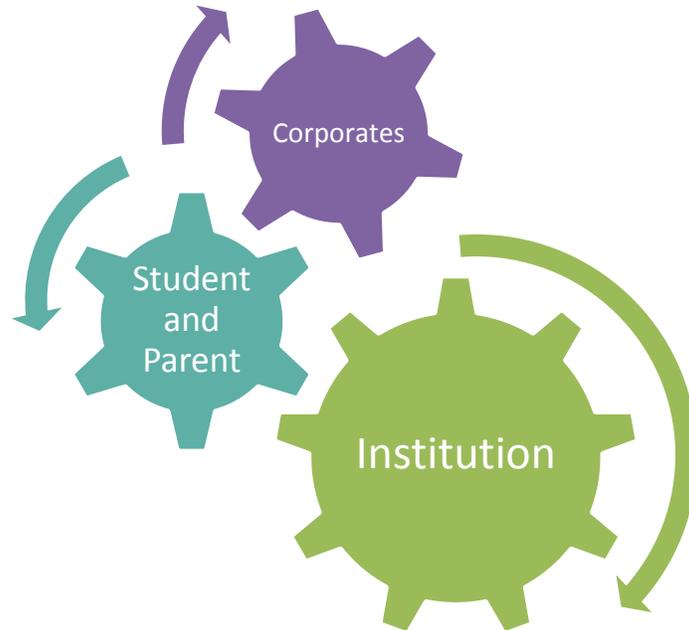


STUDENT  
EMPLOYABILITY  
IS KEY  
TO STUDENT  
RECRUITMENT

The employability of Indian graduates and post graduates remains a big concern. Some reports peg the employability at 25%, some at 30% and few around 10% as well.

30 years ago, the educational institutions didn't prepare students for any employability skills. Whatever one had learnt as a part of growing up was either good enough or not good enough to get a job. Though many of the institutes have started working on these skills for the students but obviously it's not yielding the desired results.

To bridge the employability gap, should be collectively done by various parties viz, the institution, the student, the parents and the employers.



➤ **The Institutions role:**

Money should be spent more on hiring the best teachers, creating best infrastructure and best environment for learning and institutions must invest in employability skills. The institutes need to interact with industry, identify the gaps and skill students accordingly. Every student should be asked to choose a vocational skill in the field of their choice viz. Retail, Supply chain, Accounting etc. Entrepreneurship should be given high importance and students wanting to be entrepreneurs, need to be encouraged by giving them right skills.

Apart from **knowledge skills**, there has to be **Focus on life skills**

- Employability skills like communication, decision making and time management through experts should be part of the course curriculum. Team building activities need to be organised, including outbound interventions. Focus on improving English, Cognitive skills, preparing for interview, group discussion etc. will be of immense help to the students.
- **Social projects**  
The students should be given credits for doing social projects that will lead to innovation and impact millions of poor people. Projects in the areas of renewable energy, health, education, environment protection etc. will do far greater good for the mankind, rather than run of the mill projects leading to a worthless certificate.

➤ **Corporates / Professionals/Employers role:**

Corporates can initiate apprenticeship programs that would allow students to experience real life work environment and enhance their skills. The senior and Middle managers can adopt students as a part of mentorship program, wherein the students can benefit in both their academic and professional lives.

➤ **Student and Parents Role:**

At the end of the day, both the institutes and students have to work towards the employability, so that the figures can move up from

low 20s, to more than 50% to begin with. Even parents have an important role to play, to invest in employability of their children, which is a fraction of the overall cost of graduation or post-graduation but the returns will accrue throughout the professional career of the child.

- **Who bears the cost**

The institution feels that they should only teach University defined curriculum and nothing beyond, as any additional cost with no returns might affect their financial stability. The students feel that they have paid tuition fees and they shouldn't have to pay anything extra. This myopic view by both the sides is not helping anyone's cause. The student will spend 30-50k for a smart phone but when it comes to spending 5-10k on their personal development, they would not do so, thus there is a need to change our attitudes towards investment in education and employability skills.

Vaishali Pandya