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CHALLENGES OF YOUNG GRADUATES TO ADOPT CORPORATE WORK ENVIRONMENT FROM ACADEMIC ENVIRONMENT- POLLACHI TALUK

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ABSTRACT
This study examines the challenges faced by young graduates in adapting from the academic environment to the corporate work environment in Pollachi Taluk. The research focuses on identifying the differences between academic and corporate culture, understanding the adaptability and employability issues faced by graduates, and suggesting measures to improve their readiness for corporate careers. The study is descriptive in nature and is based on both primary and secondary data collected from 352 respondents through structured questionnaires, journals, books, and previous studies. Statistical tools such as percentage analysis, Chi-Square analysis were used for interpretation. The findings reveal that many graduates experience difficulties related to communication, work pressure, time management, professional behaviour, and workplace adaptation due to the gap between academic learning and corporate expectations. The study concludes that employability skills such as communication, teamwork, adaptability, problem solving, and professionalism are essential for career success, and recommends that educational institutions and corporate organizations provide more practical training, industry exposure, and skill development programs to help graduates transition successfully into corporate life.
KEY WORDS: *Employability Skills, Adaptability, Workplace Challenges, Professional Communication, Time Management, Corporate Culture.*

INTRODUCTION

In today's competitive and rapidly changing business world, the transition from academic life to the corporate work environment has become an important challenge for young graduates. Educational institutions mainly focus on theoretical learning, academic performance, and knowledge development, whereas corporate organizations expect employees to possess practical skills, professional communication, teamwork ability, adaptability, and problem-solving skills. This difference between academic preparation and workplace expectations often creates difficulties for graduates while adjusting to corporate culture and professional responsibilities. As industries continue to grow due to globalization and technological advancement, employers increasingly seek graduates who are not only academically qualified but also employable and adaptable to changing workplace demands. In regions like Pollachi Taluk, many graduates enter corporate sectors such as information technology, banking, manufacturing, and service industries, but they frequently face challenges related to work pressure, communication, time management, and professional behaviour. Therefore, understanding the gap between academic and corporate environments and identifying the employability skills required for successful workplace adaptation has become essential.

REVIEW OF LITERATURE

Yeager and Dweck (2012) stated that students with a growth mindset are more resilient, adaptable, and academically successful during difficult situations. **Meena Chavan and Leanne Carter (2018)** revealed that management students with work experience show better work readiness and understanding of practical skills. **Breda McCarthy and Lynne Eagle (2021)** identified that employers expect graduates to have communication, teamwork, adaptability, and time management skills. **Marc A. Brackett, Susan Rivers, and Peter Salovey (2011)** emphasized that emotional intelligence improves adaptability, teamwork, stress management, and workplace success. **Meena Chavan (2018)** found that many graduates struggle to adjust to corporate life because of poor communication skills and lack of practical exposure.

OBJECTIVE

- To understand the challenges faced by young graduates in adapting to corporate life.

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RESEARCH METHODOLOGY

This study is based on descriptive research design. The study was conducted to understand the challenges faced by young graduates in adapting to corporate life. The research was carried out among young graduates in Pollachi. Both primary data and secondary data were used for the study. Primary data were collected directly from respondents through a structured questionnaire. Secondary data were collected from books, journals, websites, articles, and previous research studies.

The respondents were selected using convenience sampling method. A total of 352 respondents were selected for the study. The data were collected during a certain period of time from the respondents.

The collected data were analysed using percentage analysis, chi-square test. The study has some limitations. The study is limited to selected respondents only, and the responses are based on the opinions given by the respondents. Time constraint was also one of the limitations of the study.

DATA ANALYSIS AND INTERPRETATION

TABLE 4.1
DEMOGRAPHIC INFORMATION OF PARTICIPANTS

VARIABLES	CATEGORIES	FREQUENCY	PERCENTAGE
AGE	20 – 25	295	84
	26 – 30	46	13
	31 – 35	6	2
	Above 36	5	1
GENDER	Male	89	25
	Female	257	73
	Other	6	2
Educational Qualification	UG	129	37
	PG	191	54
	PhD	15	4
	Others	17	4
Field of Study	B.COM	80	24
	M.COM	82	13
	BBA	20	6
	MBA	80	27
	OTHER	90	31
Type of Organization	IT Company	90	25
	Manufacturing	72	11
	Banking \ Finance	46	23
	Service Sector	107	9
	Other	37	33
Years of Experience	Fresher	156	48
	1 – 2 years	108	33
	3 – 5 years	24	7
	6 – 8 years	64	10
Nature of employment	Contract	28	8
	Full-Time	235	67
	Internship / Trainee	66	19
	Probation	23	6
Location of Workplace	Bangalore	20	6
	Coimbatore	120	34
	Pollachi	198	56
	Tirupur	14	4

Regarding age, the majority of the respondents (84%) belong to the age group of 20–25 years, followed by 13% in the age group of 26–30 years, while only a small percentage belong to the age groups of 31–35 years and above 36 years. In terms of gender, most of the respondents are female (73%), whereas 25% are male and 2% belong to other categories. Based on educational qualification, the majority of respondents are postgraduate students (54%), followed by undergraduate students (37%), while only a few respondents belong to PhD and other categories. Concerning the field of study, the highest number of respondents belong to other disciplines (31%), followed by MBA and B. Com students. With regard to the type of organization, a large number of respondents are employed

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in other sectors (33%) and IT companies (25%), while the remaining respondents work in manufacturing, banking and finance, and service sectors. The study also reveals that most respondents are freshers (48%) and 33% have 1–2 years of work experience. In terms of nature of employment, the majority of respondents are working as full-time employees (67%), followed by internship or trainee positions (19%). Finally, regarding workplace location, most respondents work in Pollachi (56%), followed by Coimbatore (34%), while a smaller percentage work in Bangalore and Tirupur. Overall, the table indicates that the study mainly consists of young female postgraduate freshers working full-time in Pollachi and nearby corporate sectors.

TABLE 4.2
Gender of the Respondents and Practical skill requirement

	Value	df	Asymp. Sig. (2-sided)
Person Chi-Square	22.873	8	.004
Likelihood Ratio	22.473	8	.004
Linear-by-Linear Association	1.331	1	.249
N of Valid Cases	352		

H_1 : There is a significant relationship between gender of the respondents and the practical skill requirement.
Calculated x^2 Value: 22.873
Degree of Freedom: 8
Signification Level: .004

INTERPRETATION
As the calculated x^2 value (22.873) is significant (.004) at five percent level, there is a significant relationship between gender of the respondents and the practical skill requirement. Hence the null hypothesis is rejected.

TABLE 4.3
Educational Qualification of the Respondents and Corporate Work Environment

	Value	df	Asymp. Sig. (2-sided)
Person Chi-Square	41.324	12	.000
Likelihood Ratio	47.558	12	.000
Linear-by-Linear Association	2.490	1	.115
N of Valid Cases	352		

H_0 : There is no significant relationship between educational qualification of the respondents and the corporate work environment.
Calculated x^2 Value: 41.324
Degree of Freedom: 12
Signification Level: .000

INTERPRETATION
As the calculated x^2 value (41.324) is significant (.000) at five percent level, there is a significant relationship between educational qualification of the respondents and the corporate work environment. Hence the null hypothesis is rejected.

TABLE 4.4
Work Experience of the Respondents and Managing Work Pressure and Deadlines.

	Value	df	Asymp. Sig. (2-sided)
Person Chi-Square	33.395	16	.007
Likelihood Ratio	36.842	16	.002
Linear-by-Linear Association	8.214	1	.004
N of Valid Cases	352		

H_0 : There is no significant relationship between work experience of the respondents and managing work pressure and deadlines.
Calculated x^2 Value: 33.395
Degree of Freedom: 16
Signification Level: .007

INTERPRETATION
As the calculated x^2 value (33.395) is significant (.007) at five percent level, there is a significant relationship between work experience of the respondents and managing work pressure and deadlines. Hence the null hypothesis is rejected.

DISCUSSION

The study reveals that young graduates face several challenges while adapting from academic life to the corporate work environment. Most respondents reported difficulties in communication, managing work pressure, meeting deadlines, time management, and understanding corporate culture. The findings show that fresh graduates often lack practical exposure and professional skills required in corporate organizations.

The Chi-Square analysis indicates that there is a significant relationship between gender and practical skill requirements. This shows that the practical skill expectations may differ among respondents based on gender. The study also found a significant relationship between educational qualification and adaptation to the corporate work environment. Similarly, work experience and years of experience have a significant relationship with managing work pressure and time management. This indicates that graduates with more experience are able to adapt better to workplace demands and responsibilities.

SUGGESTIONS

- Educational institutions should focus more on practical learning and industry-oriented training.
- Colleges should conduct communication skill and personality development programs regularly.
- Internship opportunities should be provided to students before graduation to improve workplace exposure.

CONCLUSION

The study concludes that young graduates face many difficulties while adapting to corporate life due to differences between academic and corporate environments. Communication problems, work pressure, lack of practical exposure, time management issues, and adjustment to corporate culture are the major challenges identified in the study.

The findings clearly show that employability skills such as communication, teamwork, adaptability, professionalism, and problem-solving ability are essential for successful career growth. Proper training, industry exposure, and skill development programs provided by educational institutions and corporate organizations can help graduates adapt successfully to the corporate work environment and improve their professional performance.

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