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SELF-ASSESSMENT OF ENGINEERING GRADUATES: A STEP TOWARDS CAREER GOAL

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ABSTRACT
Self-assessment, the process of evaluating individual strength, weakness and nature of personal capacities among the youth, especially graduating student is very important and it plays a greater role in both their career aspirations fulfilment and in leading a comfortable life in future. Engineering is considered to most prestigious and high rewarding job across the globe many of engineering's passing- out with good academic track records exhibit in competent in both hard and soft skills. Finding imbalance between these two elements act as an hinderance for them in acquiring more promising job by the engineering graduates. Bridging the gap between employability and unemployment is possible through self-assessment through strengthening individual job skills. It is the need of the hour to understand the need for self-assessing individual's employable skills to make one self-more suitable to the current job market requirement i.e., by building correlation between individual skills and the nature live hood they would expect to have.
KEY WORDS: *Self-Assessment, Employability, Job Skills*

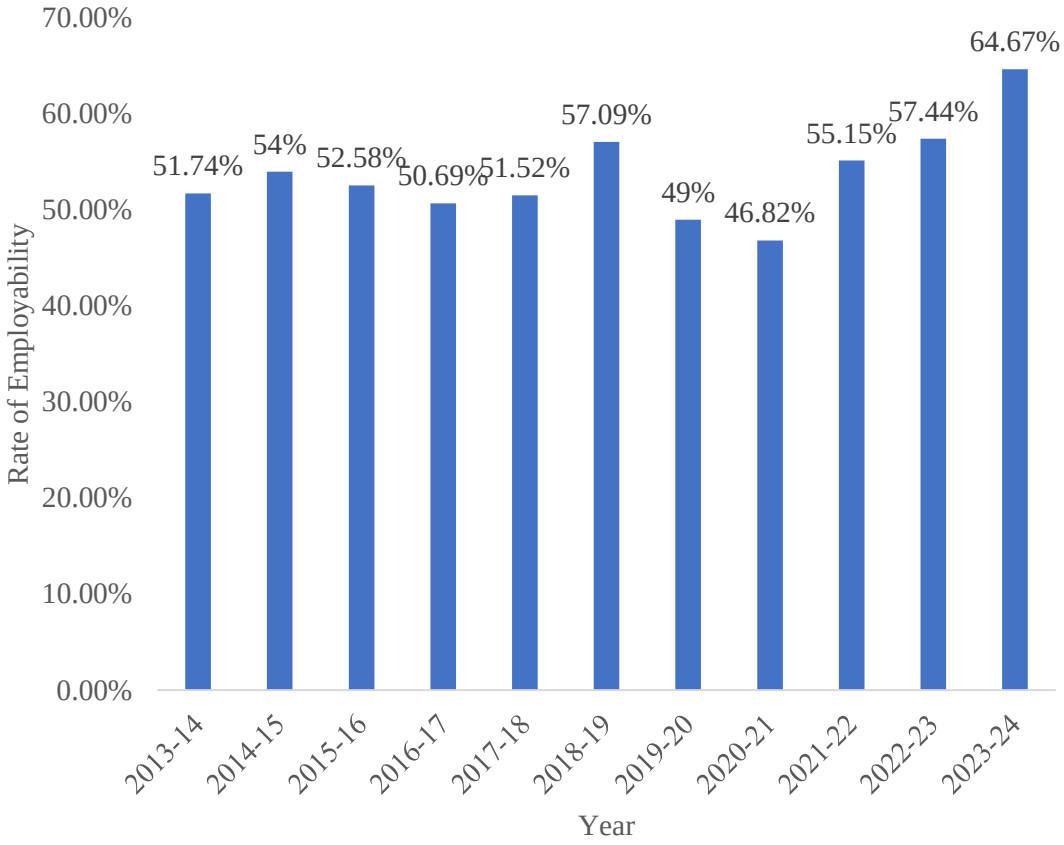
INTRODUCTION
Self-assessment, the process of evaluating individual strength, weakness and nature of personal capacities among the youth, especially graduating student is very important and it plays a greater role in both their career aspirations fulfilment and in leading a comfortable life in future. Self-directed and motivated self with development of skills like critical thinking, developing a positive cum unbiased approach towards their learning and work environment, developing personal skill, knowledge and aptitude, being honest, humble cum techno-sound and an attitude to accept feedbacks as comment and suggestion for future growth are some of the important dimensions of self-assessment process. Self-assessment develops a personality and habit of being resilience, confident, independent and more productive. It also supports individuals to promote those skill and knowledge they haven't acquired and focus more towards their goal achievement. Self-assessment develops an intrinsic motivation attitude that is very much need in the 21st century work life (Muonlineteam, 2023).

Need for Self-Assessment among Engineering Students
Tamil Nadu is an important human resource generating state in India. Nearly 17 per cent of engineering graduates pass-out from Tamil Nadu every year and this percentage is the highest in the country (TOI, 2024). Engineering is considered to most prestigious and high rewarding job across the globe many of engineering's passing- out with good academic track records exhibit in competent in both hard and soft skills. Finding imbalance between these two elements act as an hinderance for them in acquiring more promising job (Srividhya and Vijayakumari, 2021). Only a handful of engineers are employed in a well-remunerating job and few turn-out as entrepreneurs/self-employed. Though this state produces higher number of engineers every year, it also has large number of unemployed engineers. Yes, it is a fact that sizeable number of youths every year pass-out with engineering degree in India, especially in Tamil Nadu. Only handful of these graduates succeed in acquiring valuable job that suits to their individual capacity, as per their aspirations and that support them in achieving their career goal and growth. On the other hand, majority of the engineering graduates are found to suffer from issues of miss-making personal skill and industry's expectations. Thus, most of them are found to be less competent and jobless (Vedhathiri, 2020).

Employability Rate of graduates in India
About 1.6 million fresh engineering graduates passed out in the year 2023, of which just 10 per cent found suitable job and less of 90 per cent struggled to land into good /better job, due to slowdown in the global economic and economic crisis caused due to Covid outbreak. IT (Information Technology) based companies have slashed intake of fresh graduates to an extent of 35-40 per cent, rather they prefer to recruit employees with minimum of 7 to 12 years of work experiences (Business Standard, 2023).

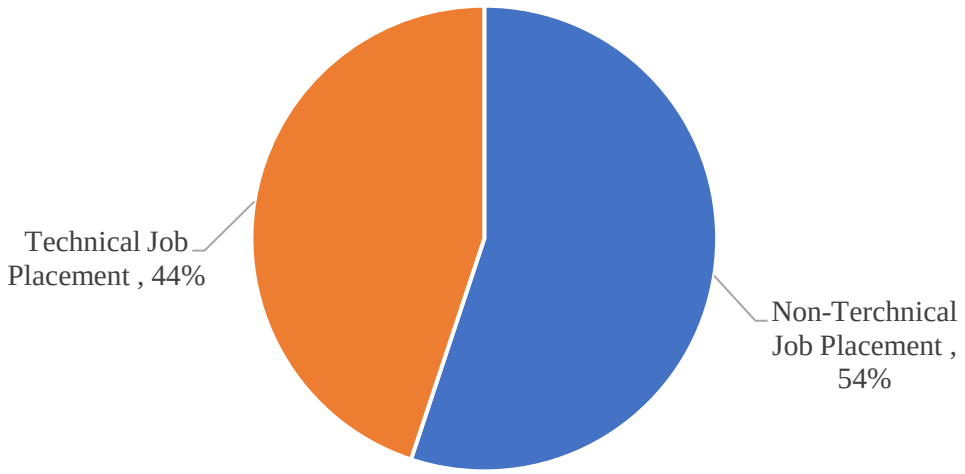
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EXHIBIT: 1
EMPLOYABILITY RATIO OF ENGINEERING GRADUATES IN INDIA



The overall employability of the youth in the country in the year 2024 is 52.25 per cent. The employability of the engineering graduates has raised from 57 per cent in 2023 to 64 per cent in 2024(Rathore, 2024).

EXHIBIT: 2
EMPLOYABILITY RATIO OF GRADUATES IN INDIA

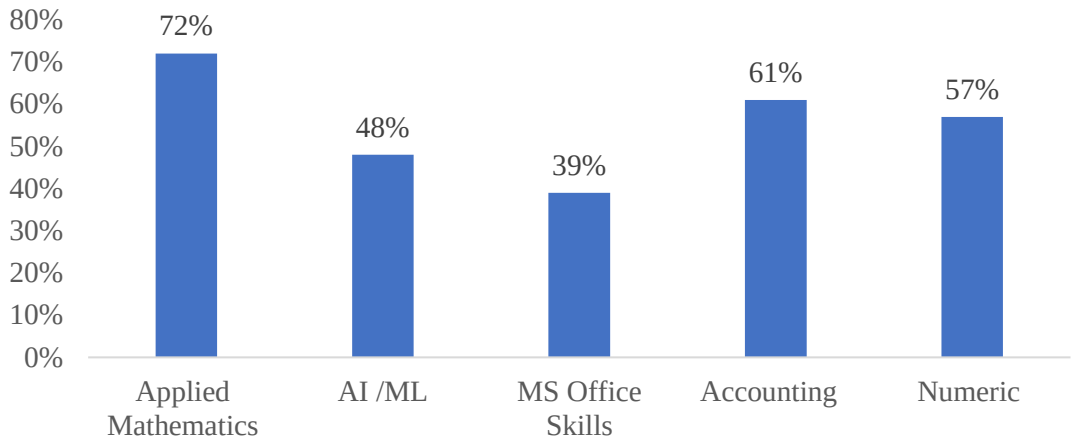


Source: Sreeradha Basu (2023), Just 45% of India's Graduate Jobseekers Meet Industry Needs: Study, The Economic Times, 1st August.

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As per the report published by "The Economic Times" based on the employability of graduated youth in the country conducted based on survey among 2500 HE (higher education) campus and 44,000 graduates (about to graduate learners). It was found that 53 per cent of the graduates are able to place in non-technical jobs, whereas only 44 per cent of the graduates are able to get job in the technical sector (Basu, 2023).

EXHIBIT: 3
EMPLOYABILITY RATIO OF GRADUATES IN INDIA



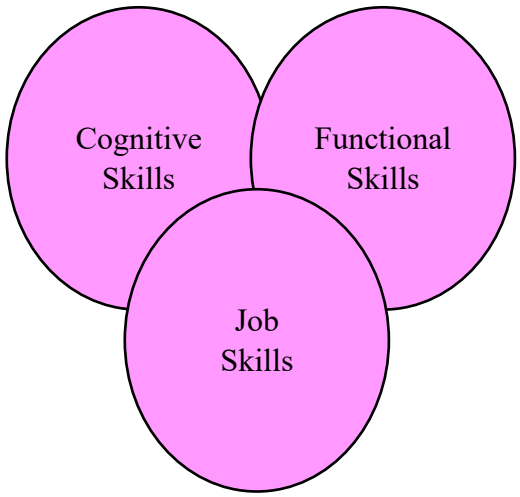
Source: Sreeradha Basu (2023), Just 45% of India's Graduate Jobseekers Meet Industry Needs: Study, The Economic Times, 1st August.

Employability in the applied mathematics is 72 per cent, in areas of AI/ML (Artificial Intelligent /Machine Learning) is 48 per cent, MS office job skills (39 per cent), employability with accounting and numeric skill 60-61 per cent and 57 per cent, respectively. Wider skill gaps and the employability rates are creating greater pressure on the HEIs (higher education institutions) to focus on these find solution to this alarming issue.

Focus of Modern-Day HEIs

As the employers' expectation goes, they like to recruits a person with multiple skill sets, that is good in communication, subject proficiency, critical thinking, analytical thing, emotional intelligence, working in team, soft skills and other skills. Thus, beside building job and skill related relationship with industries and experts, the HEIs aims to strengthen cognitive skills (needed for critical thinking), functional skills (enhancing computer, communication etc.,) and job-related skills (engineering, electronic, accounting and financial skills) (Basu, 2023) among their graduates.

EXHIBIT: 3
SKILLS TO BE ENHANCED AMONG GRADUATES



Source: Sreeradha Basu (2023), Just 45% of India's Graduate Jobseekers Meet Industry Needs: Study, The Economic Times, 1st August.

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Educational institutions are realising the need for re-structuring their education andragogy pattern, nature of skills imported to the students and its upscaling. (India skill Report, 2022).

EXHIBIT: 4
KEY SKILLS FOR DIGITAL AGE



Source: ISR, 2022 and Lagudor et.al (2020), Management and Leadership Skills, IT Skills, Numesacy Literacy and Skills

Bridging the gap between employability and unemployment's possible through self-assessment through strengthening individual job skills (ISR, 2022). It is the need of the hour to understand the need for self-assessing individual's employable skills to make one self-more suitable to the current job market requirement i.e., by building correlation between individual skills and the nature live hood they would expect to have.

CONCLUSION

Sound understanding of self-efficacy supports the engineering in upskilling their skill sets suitable to their career aspirations. Upskills of various skills mentioned in the above diagram, will in help the graduates to work with efficiency, without any error, work in co-ordination with colleagues feeling less pressure, stress and prevent from the feel of anxiety or burnout (Lalwan and Deepthi Vijayan, 2021).

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