

RESEARCH NOTE

Examining the Relationship Between the Personal Profile and Employability of Postgraduate Scholars

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Paper Received on October 26 19, 2019, Accepted on November 20, 2019 and Published Online on January 01, 2020

ABSTRACT

The present study was conducted in the state of Rajasthan by selecting three agriculture universities MPUAT (Udaipur), SKNAU (Jobner) & SKRAU (Bikaner) purposively. Among these three universities 90 respondents were selected randomly. The basic information regarding the personal profile characteristics were collected from the P.G. & Ph.D scholars. The Coefficient of correlation 'r' value clearly showed that academic performance was significant coefficient correlation at one per cent in MPUAT, SKNAU & five per cent in SKRAU with their employability. The other variables like medium of instruction at school level, father's education, mother's education, involvement in extracurricular activity in all three selected universities, library in SKNAU & MPUAT & computer exposure only in MPUAT were significant coefficient correlation at five per cent with their employability.

Keywords:- Employability; Coefficient correlation; Postgraduate scholars;

In simple terms employability is about capability of getting and keeping fulfilling work. More comprehensively, employability is the capability to move self-sufficient within the labour market to realize potential through sustainable employment. For individuals, employability depends on the knowledge, skills and abilities they possess, the way they use those assets and present them to the employers and the context in which they seek work. Employability is not just about vocational and academic skills. Individuals need relevant and usable labour market information available to them. The factors that help people to be employable include the knowledge and abilities relating to a particular job, the ability to identify suitable job opportunities, self-presentation on applications and interviews and external factors such as the job market and personal circumstances (Sasidharan, 2013). The agricultural graduate and postgraduates should be enabled with some marketable professional abilities and employability skills to be successful and economic unit in the competitive technology driven world.

METHODOLOGY

The present investigation was conducted in three

SAUs of Rajasthan i.e. MPUAT (Udaipur), SKRAU (Bikaner) & SKNAU (Jobner), which were selected purposively. The study was undertaken using random sampling of 90 postgraduate research scholars. The present study was conducted applying Ex-Post-Facto research design. Coefficient of correlation was calculated to find out the relationship between each of the independent variables and dependent variables. The data were collected by personal interview, with the help of interview schedule.

RESULTS AND DISCUSSION

Academic performance and employability: The data seen in Table 1 showed that the academic performance was found positive and highly significant with the employability of postgraduate research scholars studying in MPUAT (RCA), SKNAU (Jobner) & SKNAU (Bikaner). The result indicated that employability was observed better among those postgraduate scholars who had higher academic performance.

Age : The result from Table 1 revealed that the result indicates that age of postgraduate scholars did not play a role in developing their employability.

Sex : It is evident from Table 1 that the result shows

that level of employability was similar among the postgraduate scholars irrespective of been male or female. This reveals that educating the girl child is as important as educating the boy child.

Marital status : The result from Table 1 revealed that there was non-significant relationship between marital status of postgraduate scholars studying in MPUAT (RCA), SKNAU (Jobner) & SKNAU (Bikaner) and their employability. The result indicates that marital status of postgraduate scholars did not play a role in developing their employability.

Medium of instruction at school level and employability: The result from Table 1 indicated that there existed significant relationship between medium of instruction at school level of postgraduate scholars studying in RCA, Udaipur and their employability. The result indicates that medium of instruction of postgraduate scholars studying in RCA, Udaipur did play a role in developing their employability. It can be observed that employability was similarly positive among the postgraduate scholars who did their schooling in english medium than those in Hindi medium.

Native of the student and employability : It was

evident from Table 1 that result shows that level of employability was almost similar among the postgraduate scholars coming from rural or urban natives. The result indirectly indicates that sensitivity to develop employability was seen similar among irrespective type of native of the scholars.

Annual family income and employability: The data presented in Table 1 shows that the result shows that employability was observed almost comparable among postgraduate research scholars with their irrespective level of family income.

Father's education and employability: It was evident from the data presented in Table 1 that result shows that level of employability of those scholars was better; whose fathers' education level was higher.

Mother's education and employability: The result from Table 1 indicated the result emphasized that postgraduate scholars with educated mothers showed better level of employability. The educated mothers might have motivated their children to think and act positively towards employability.

Involvement in extracurricular activities and employability : The data observed in Table 1 revealed

Table 1. Relationship (Correlation Coefficient (r)) between the profile of postgraduate scholars and their employability (N=90)

Independent variables	MPUAT(RCA)	SKNAU (Jobner)	SKRAU (Bikaner)
<i>Personal variables</i>			
Academic Performance	0.572**	0.497**	0.382*
Age	0.150 ^{NS}	0.129 ^{NS}	0.115 ^{NS}
Sex	0.243 ^{NS}	0.019 ^{NS}	0.154 ^{NS}
Marital Status	0.016 ^{NS}	0.046 ^{NS}	0.062 ^{NS}
Medium of instruction at school level	0.365*	0.107 ^{NS}	0.289 ^{NS}
<i>Socio-economic variables</i>			
Native of the respondent	0.258 ^{NS}	0.311 ^{NS}	0.167 ^{NS}
Annual income	0.206 ^{NS}	0.156 ^{NS}	0.122 ^{NS}
Father's education	0.383*	0.385*	0.380*
Mother's Education	0.367*	0.359*	0.375*
<i>Situation-communication variables</i>			
Involvement in extracurricular activities	0.369*	0.365*	0.372*
Library exposure	0.380*	0.380*	0.256 ^{NS}
Computer exposure	0.378*	0.278 ^{NS}	0.249 ^{NS}
Internet exposure	0.280 ^{NS}	0.231 ^{NS}	0.080 ^{NS}
<i>Psychological variables</i>			
Job preference	0.168 ^{NS}	0.051 ^{NS}	0.124 ^{NS}
Achievement motivation	0.171 ^{NS}	0.092 ^{NS}	0.234 ^{NS}

* Significant at 0.05 level of probability

NS=Non-significant

** Significant at 0.01 level of probability

that there was positive significant relationship between degree of involvement in extracurricular activities of the postgraduate scholars and their employability.

Library exposure :The result observed in Table 1 reveals that employability was observed better among those postgraduate scholars who had higher degree of library exposure.

Computer exposure and employability: It was revealed from Table 1 that the result indicated that there was non- significant relationship between medium of instruction at school level of postgraduate scholars studying in SKNAU (Jobner) & SKRAU (Bikaner) did not play a role in developing their employability.

Internet exposure and employability: It is revealed from Table 1 that the result indicates that internet exposure did not play any role in developing the employability of postgraduate scholars. It can also be inferred that internet exposure of most of the postgraduate scholars was optimistically higher and similar, but did not have any significant impact on their level of employability.

Job preference and employability: The data from Table 1 specified that relationship between employability of postgraduate scholars studying in MPUAT (RCA), SKNAU (Jobner) & SKRAU (Bikaner) and their level of job preference was observed positive and non-significant. The positive and non-significant relationship discloses that level of employability was higher among

postgraduate scholars with diversified interest to be part of academic, research, farming (entrepreneurship), extension related jobs and dairy farming (entrepreneurship).

Achievement motivation and employability: The data presented in Table 1 shows that the result reflects that employability was observed identically positive among the postgraduate scholars irrespective of their level of achievement motivation.

Similar observations were also made by *Shah (2006)*, *Pattar (2011)*, *Sasidharan (2013)* and *Omede Ugbede David (2015)*.

CONCLUSION

The aim of the present study was examine the relationship between personal profile and employability of postgraduate scholars indicated that there level of employability was observed significantly higher among those postgraduate scholars who had better academic performance higher degree of library exposure, involvement in extracurricular activities and computer exposure. The level of employability was observed positive and significant among the postgraduate scholars were father's education, mother's education, and medium of instruction at school level. The level of employability was observed almost similar among postgraduate scholars irrespective of age, sex, marital status, native, annual family income, job preference, internet exposure and achievement motivation.

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