

Evaluating the Employability Skills towards Performance of Industrial Employees

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Abstract: *In the globalization era, Industrial sector is hunting for highly skilled employees for usage of modern technology. Beside, the academic qualification the employers prefer the advance skilled labors in the industrial sector. The employability skills is not only needed for to obtain job, but it is also essentially need to explore the good progress, and for to sustain in the working environment, The purpose of this study is to examine the employability skills, which was developed by employee to enhance the performance of the worker. The researcher adopted a descriptive analysis for this research. The researcher collected the data by using simple random sampling technique with structured questionnaires. 260 was the sample size. The study is plan among the industrial employees in Tiruchirappalli Districts. The statistical technique tools as factor analysis, correlation and multiple regression were been used for analyzing the data. The outcome of the research will show the current status of industrial employee's employability skills. Further the research would help the employers to understand the employee status and way to handle the lacking skills which would be very helpful to upgrade the employees and industries together.*

Index Terms: *Employee, Employer, Employability skills, Working Environment, Employee Performance, Tiruchirappalli, Tamil Nadu.*

I. INTRODUCTION

The employability skills are incredibly important for the successive platform of the Industrial sector. Employability skills are manageable core skill groups that represent fundamental functional and enabling knowledge, skills and attitudes required by the 21st century work place (Overtoom, 2000). In this technological era the Industries were required of high skilled employees for their sustainable growth. Moreover the advance technology may influence the demand of skilled employees. Robinson (2000), affirmed employability skills as “those basic skills necessary for getting, keeping, and doing well on a job”. Thus, the role of employability skills in industries is vital for the individual employee growth. There are several researches on employability skills have been carried out both nationally and internationally, and it reveals that presently many technical graduates are lack of employability skills compare to their technical skills (Rasul et.al, 2010). The employability skills are required for the employee to sustain and get promotion in their jobs. This study is fully concentrated on the self evaluation of the employability skills of industrial employees towards their performance. The study majorly focused on six important elements of the employability skills, they are

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planning and organizing skills, self management skills, team work skills, communication skills, problem solving skills, technological skills. The self evaluation of employability skills by industrial employees helps them to improve their lacking area towards their performance. The implications of this study will be supportive in directing industry enhancing these skills between professionals.

II. LITERATURE REVIEW

Vidya and Kartik (2015) studied the reason of the employability skills and its position of industry. The researcher collected 100 sample sizes. The factor analysis was used to evaluate the data statistically. The researcher agreed that the factors were influencing on employability skills in India. The researched said that the employability skills strategies performed by the human resources could benefit all stakeholders and assist for overall economy.

Samson and Rajagopal (2014) described the employability skills conceptual framework among business graduates in Coimbatore. The researcher analyzed from the secondary data of (1994-2013) employee skills and performance. The researcher found that curricular changes enhance employability skills of the business graduates.

Divya (2012) analyzed about employability skill among professionals and HR executives in Indian labor market: the studied on engineering graduates of Bhopal. The intention of the study was, to classify the level of employability skill among employee. Its differences based on the respondents' demography details and to facilitate suggestive measure in this regard. The data was analyzed by T-test. The study accomplished that the redesigning of the university set of courses with more apprenticeship and industry projects will facilitate the pre job training which will surely develop the employability among employees.

Faizenabi (2013) described on the management student's self-perception towards their employability skills a pre and post soft skills training analysis. 120 was the sample size. The data was analyzed using factor analysis, correlation and regression analysis. Management students had self-perception towards their employability skills a pre and post soft skills training analysis.

Johnny (2013) studied the nature of employability skills and empirical evidence of the employee for success in the workplace at Singapore. The research was conducted by the institute for adult learning center in Singapore. The sample

size of the study was 239 respondents. The researchers used frequency distribution and factory analysis for to evaluate the data. The employability skills debated and as well as implications for policy development. The most



important learning points the link between job and employability depends on the job context involved especially on employability skills.

III. METHODOLOGY

A. Research Design

The study was conducted in Tiruchirappalli District, Industrial Region. The sample population was 840. The sample size of the study was calculated by using online Rao software with 5% margin error and 95% of confidence level. The secondary data was retrieved from the journals, articles, websites, thesis, e-books, books etc. The simple random sampling technique was used in the research to collect data. The researcher used structured questionnaire as research tool for the study. The questions were enclosed in 5 point Likert scale method. (1 - Strongly Agree, 2 – Agree, 3 – Neutral, 4 – Disagree, 5 – Strongly Disagree).

B. Objectives of the study

- To analyze the relationship between the self management skills and employee performance of the industrial employee
- To measure the impact of employability skills on employee performance
- To identify the factors influencing the employability skills in the industrial employees

C. Variables used in the study:

(i) Dependent Variable: Employee Performance

(ii) Independent Variable: Employability Skills

<i>Employability Skills Factors</i>			
S.No	Factors		Variables
1.	Planning and Organizational skills	1	Planning and organizational skills is first step in employability skills prediction (POS 1)
		2	Manage the tasks successfully (POS 2)
		3	Motivation and ultimate success (POS 3)
		4	Time management and planning (POS 4)
		5	Increase self-motivation and potentially future success (POS 5)
2.	Self Management Skills	6	Own behavior on a self-checklist. (SMS 1)
		7	Improving a wide range of behaviors (SMS 2)

		8	Positive results/reviews (SMS 3)
		9	Self-monitoring (SMS 4)
		10	Self-evaluation (SMS 5)
3.	Team work skills	11	Teamwork abilities (TWS 1)
		12	High level of cooperation within my team (TWS 2)
		13	All team members treated me fairly (TWS 3)
		14	Teamwork goals (TWS 4)
		15	Satisfied with performance of my team (TWS 5)
4.	Communication skills	16	Oral (CS 1)
		17	Written (CS 2)
		18	Good Communication (CS 3)
		19	Patient Communication (CS 4)
5.	Problem solving	20	Very effective (PS 1)
		21	No rules for problem solving (PS 2)
		22	Good level of collaboration helps problem solving (PS 3)
		23	Experience (PS 4)
		24	Find the solution, at least in the tasks of the retrieval of unusual words and rebus problem solving (PS 5)
6.	Technological Skills	25	The technology skills has not used for all the area (TS 1)
		26	Improve our knowledge (TS 2)
		27	Daily life (TS 3)

		28	Employee motivation (TS 4)
		29	Struggling employees (TS 5)

D. Statistical Tools:

The researcher used the statistical test to evaluate the data. The following statistical test were followed in this research,

- Pearson Correlations
- Multiple Regressions
- Factor Analysis

The data analysis was done through IBM SPSS20 Packages and SPSS (AMOS23).

E. Hypothesis of the study:

Hypothesis	H0	Hypothesis of the statement
Hypothesis 1	H0	There is no significant relationship between the Self Management Skills and employee performance
Hypothesis 2	H0	There is no impact between the employability skills and employee performance
Hypothesis 3	H0	There is no significant relationship between the positive results/reviews and employee performance
Hypothesis 4	H0	There is no significant relationship between the self-monitoring and employee performance
Hypothesis 5	H0	There is no significant relationship between the self-evaluation and employee performance
Hypothesis 6	H0	There is no impact between the planning and organizational skills and employee performance
Hypothesis 7	H0	There is no impact between the self management skills and employee performance
Hypothesis 8	H0	There is no impact between the team work skills and employee performance
Hypothesis 9	H0	There is no impact between the communication skills and employee performance
Hypothesis 10	H0	There is no impact between the problem solving skills and employee performance
Hypothesis 11	H0	There is no impact between the

		technological skills and employee performance
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IV. DATA ANALYSIS AND INTERPRETATIONS:

A. Correlation Analysis

Table 1: The Correlations Test of relationship between self management skills and employee performance

Variables	Pearson Correlation	Significance	N
SMS 1	.382**	0	260
SMS 2	.502**	0	260
SMS 3	.804**	0	260
SMS 4	.253**	0	260
SMS 5	.139*	0.025	260

The table 1 shows that the relationship between self management skills and employee performance. The result reveals that the SMS 1, SMS 2, SMS 3, SMS 4 was a strong, positive correlation between employee performance, which was statistically highly significant (P-Value <0.001) with Pearson correlation r value of 0.382, 0.502, 0.804, 0.253 respectively. Moreover the SMS 5 was also positively correlated with the employee performance with statistically significant (P value is 0.025 which is < 0.05) and Pearson correlation r value is 0.139.

B. Multiple Regressions Analysis for employability skills:

Table 2: Multiple determination of R² coefficient of Multiple linear Regression

R	.978 ^a
R Square	.956
Std. Error of the Estimate	.252

The coefficient of multiple determinations is 0.956; therefore, about 95.6% of the variation in the employee performance is explained by employability skills. The regression equation appears to be very useful for making predictions since the value of R² is close to 1

Table 3: Anova

	Regression	Residual	Total
Sum of Squares	317.43	14.633	332.06
Df	29	230	259
Mean Square	10.95	.064	
F	172.046		
Significance	.000 ^a		

The regression ANOVA table 3 shows that the significance value is <0.001 with F value = 172.046. The table reveals that the employability skills have strong prediction on the employee performance.

Table 4: Multiple Regression Coefficients table



Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	0.363	0.191		1.898	0.059
	POS 1	0.059	0.028	0.046	2.134	0.034
	POS 2	0.001	0.035	0.001	0.031	0.976
	POS 3	0.061	0.03	0.048	2.046	0.042
	POS 4	0.058	0.029	0.04	2.021	0.044
	POS 5	-0.073	0.021	-0.067	-3.422	0.001
	SMS 1	0.193	0.027	0.165	7.244	0.000
	SMS 2	0.229	0.026	0.189	8.711	0.000
	SMS 3	0.021	0.033	0.016	0.656	0.513
	SMS 4	0.076	0.056	0.08	1.349	0.179
	SMS 5	0.082	0.029	0.069	2.82	0.005
	TWS 1	0.012	0.029	0.011	0.419	0.676
	TWS 2	0.906	0.023	0.867	39.784	0.000
	TWS 3	0.017	0.03	0.017	0.543	0.587
	TWS 4	0.15	0.028	0.121	5.402	0.000
	TWS 5	0.42	0.18	0.295	2.337	0.020
	CS 1	0.998	0.067	0.752	14.915	0.000
	CS 2	0.206	0.051	0.156	4.046	0.000
	CS 3	0.148	0.034	0.113	4.411	0.000
	CS 4	0.100	0.035	0.088	2.893	0.004
	PS 1	0.092	0.04	0.051	2.274	0.024
	PS 2	0.033	0.039	0.024	0.849	0.397
	PS 3	0.069	0.038	0.052	1.827	0.069
	PS 4	0.026	0.038	0.021	0.699	0.485
	PS 5	0.082	0.037	0.053	2.206	0.028
	TS 1	0.005	0.036	0.004	0.152	0.880
	TS 2	0.139	0.052	0.146	2.67	0.008
	TS 3	0.216	0.175	0.153	1.233	0.219
	TS 4	1.271	0.063	0.945	20.036	0
	TS 5	0.108	0.046	0.092	2.343	0.02

a. Dependent Variable: Employee Performance

From the table 4 the equation for the multiple regression model is derived as $Y = \beta_0 + \beta_1x_1 + \beta_3x_3 + \beta_4x_4 + \beta_5x_5 + \beta_6x_6 + \beta_7x_7 + \beta_{10}x_{10} + \beta_{12}x_{12} + \beta_{14}x_{14} + \beta_{15}x_{15} + \beta_{16}x_{16} + \beta_{17}x_{17} + \beta_{18}x_{18} + \beta_{19}x_{19} + \beta_{20}x_{20} + \beta_{24}x_{24} + \beta_{26}x_{26} + \beta_{28}x_{28} + \beta_{29}x_{29}$.

The table 4 reveals that the p-value of POS1, POS3, POS4, POS5, SMS1, SMS2, SMS5, TWS2, TWS4, TWS5, CS1, CS2, CS3, CS4, PS1, PS5, TS2, TS4, TS5 were less than 0.005 with significant value. This shows that therefore some strong evidence on influencing the employability skills have impact on the employee performance. High level of cooperation within my team (TMW 2) was highly influence with T-value of 39.784 among the independent predictors on the employee performance.

4.3 Exploratory Factor Analysis:

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.			0.784
Bartlett's Test of Sphericity	Approx. Chi-Square	6.87E+03	
	Df	406	
	Sig.	0.000	

The table 5 shows that the KMO is 0.784, i.e. the value is more than 0.6 hence the variable were related to one another, with highly significance p-value. This reveals that the items were fit for the factor analysis.

Table 6 Total Variance

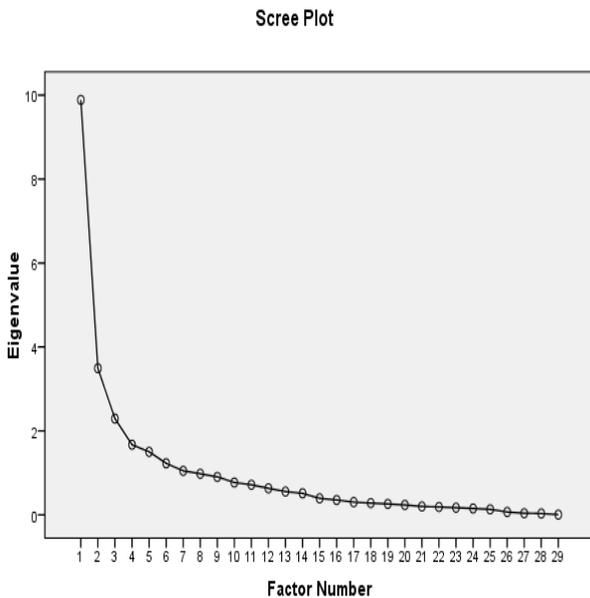
Factor	Initial Eigen values			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings ^a
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	
1	9.887	34.094	34.094	9.546	32.919	32.919	5.212
2	3.492	12.042	46.136	3.117	10.747	43.666	3.559
3	2.292	7.903	54.039	1.936	6.676	50.342	4.107
4	1.671	5.761	59.801	1.371	4.726	55.068	5.772
5	1.502	5.179	64.988	1.199	4.135	59.204	6.082
6	1.228	4.236	69.224	0.838	2.889	62.093	2.69
7	1.049	3.617	72.841				

Table 6 Total variance explained that the variables were classified into six factors. Further the table reveals that



the first six factors were together account of 62.093% of the total variance. The groups were named as Planning and Organizational skills, Self management skills, Team work skills, Communication skills, Problem solving skills and Technological skills. The first factor contains 5 items variance. The total Eigen value of second factor is 3.117 with 10.747 total variances and it consist of 5 items. The third factor contains of 2 items with total Eigen value of 1.936 with 6.76 of variance. The fourth factor contains of 4 items with total Eigen value of 1.371 with 4.726 of variance. The fifth factor contains of 5 items with total Eigen value of 1.99 with 10.747 of variance and sixth factor consist of 4 items with total Eigen value of 0.838 with 2.889 respectively.

Figure 1 Screen plot of factors



The figure 1 shows that screen plot of the factors were against the Eigen value. The figure shows that the each factor the first 5 columns of the curve exhibit above. Then, the 6th column onwards the line almost gets flat. This reveals that the six factors are successive among the other total variances.

Table 7: The pattern matrix of factors influences that employability skill on employee performance. column (1) show the factors, column (2) shows the variable, column (3) factor loading

Factors(1)	Variables(2)	Factor loadings for components(3)
Planning and Organizational skills	Planning and organizational skills is first step in employability skills prediction	0.5
	Manage the tasks successfully	0.658
	Motivation and ultimate success	0.702

	Time management and planning	0.594
	Increase self-motivation and potentially future success	0.559
Self Management Skills	Own behavior on a self-checklist.	0.576
	Improving a wide range of behaviors	0.906
	Positive results/reviews	0.585
	Self-monitoring	0.634
	Self-evaluation	0.783
Team work skills	Teamwork abilities	0.739
	Teamwork goals	0.609
Communication skills	Oral	
	Written	
	Good Communication	0.759
	Patient Communication	0.94
Problem solving skills	Very effective	0.433
	No rules for problem solving	
	Good level of collaboration helps problem solving	0.962
	Experience	0.413
	Find the solution, at least in the tasks of the retrieval of unusual words and rebus problem solving	0.947
Technological Skills	Improve our knowledge	0.751
	Daily life	0.44
	Employee motivation	0.4
	Struggling employees	0.44

The table 7 explained that among 29 items only 25 items were loaded more than 0.4 values with relevant factors. The High level of cooperation



within my team - TWS 2, All team members treated me fairly - TWS3, Satisfied with performance of my team - TWS 5 and The technology skills has not used for all the area - TS 1 were extracted on the factor analysis. The loaded 25 items were influences the employability skills on the employee performance, further theses variables were taken over for the further study.

V. CONCLUSION

Based on the finding it's empirically proven that the employability skills strongly influence on the employee performance. The employee skills concerned their importance of the employability skills in industry sector. The study has focused the three objectives. The first objective is analyzing the relationship between the self management skills and employee performance of the industrial employee. The statistically data proven that the positive results/reviews is highly correlated with the employee performance with Pearson coefficient value of 0.804. The second objective is to measure the impact of employability skills on employee performance. For this the regression results reveals that among 29 employability skills predictors the 19 predictors were significant with the employee performance. The result clearly seems that there is an impact of employability skills over employee performance. The third objective is to identify the factors influencing the employability skills in the industrial employees. The exploratory analysis reveals that among 29 items the 25 items were loaded in the 6 classified factors. Thus all the objectives of the research were statistically proven with the collected primary data. The overall implication of the study is suggested that the employability skills of the industrial employee have direct effect on employee performance. Hence, the industrial sector employer should give more attention and focus by providing the employability skills training among the Industrial employee to get better performance from the employee.

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