

DELHI BUSINESS REVIEW

An International Journal of SHTR

Journal Homepage: <https://www.delhibusinessreview.org/Index.htm>
<https://www.journalpressindia.com/delhi-business-review>



Role of Higher Education Among Management Young Professionals in India: An Analytical Study on Employability Skills and Development

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ARTICLE INFO

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Article history:

Received - 04 November 2022

Revised - 15 January 2023

27 January 2023

Accepted - 07 February 2023

Keywords:

Young Professionals,
Empowerment,
Employability,
Skills,
and Education System.

ABSTRACT

Purpose: The higher education system in India enhances the competencies to manage sustainable-oriented lifestyles and workplaces. So, in the context of management graduates and postgraduate students in India, it is the most essential qualification to make a student professional through critical, creative, and collaborative processes.

Design/Methodology/Approach: The study adopted different methods of data collection including interviews, policy documents, focused groups, participation, and observation at different environmental youth events and forums.

Findings: The outcome of this paper will review current thinking about why professionalism is important, and the result of the data analysis will show how management education is essential to transform a sense of transition around building confidence and the academic domain.

Research Limitation/Implications: The study is not free from the limitation, as the present study was conducted in a particular country and the outcome of the study may be constrained by generalizing results in other countries, although the study can be an avenue for future research.

Practical Implications: The sustainability and adaptability of their talent, knowledge, and skills to the organization and corporate culture. It excels different perspectives and options for youth regarding complex and uncertain issues related to the environment as well as future roles in the workplace and career development.

Originality/Value: The study is likely the first to emphasize the role of higher education in the development of young management professionals addressing employability and development. The study is an important source of information for the growth of the country's higher education system in terms of the employability and development of young management professionals in India.

DOI: [10.51768/dbr.v24i1.241202307](https://doi.org/10.51768/dbr.v24i1.241202307)

Introduction

In terms of the student population, India is the third most populous university education system, after only China and the United States. According to the India Skill Report 2021, graduate employment has declined since 2018. In China, 20% of its youth is in higher education compared to this approximately 11% of its young are in higher education.

In India at the university level, the principal regulating organization is The University Grants Commission, and it helps in enforcing the standards, works as an advisor to the government, and helps in establishing coordination between the center and the state universities. Universities and their constituent institutions are the primary higher learning institutions in India. India now has 227 government-recognized universities as of 2011.

| University/College/Institution | No. |
|--------------------------------|-------------|
| State Universities | 460 |
| Deemed to be Universities | 127 |
| Central Universities | 54 |
| Private Universities | 429 |
| Total No. | 1070 |

| University/College/Institution under 12(B) | No. |
|--------------------------------------------|------------|
| State Universities | 267 |
| Deemed to be Universities | 50 |
| Central Universities | 54 |
| Private Universities | 25 |
| Total No. | 396 |

Source: University Grant Commission.

The majority of these Indian institutions have affiliated colleges where undergraduate courses are delivered. On the other hand, Jawaharlal Nehru University is a notable contrast to this trend.

According to the Department of Higher Education of the Government of India, 16,885 colleges are operating under these universities and institutions, which include 1800 preferential women's colleges,

and there are 4.57 lakh teachers and 99.54 lakh students in various higher education institutes in India. Besides these higher education institutions, several private institutes in India provide a variety of multidisciplinary professional degrees. Distance learning is also an important part of the Indian higher education system. The general picture of higher education in India does not correspond to international standard specifications. As a result, there are sufficient grounds for a more thorough evaluation of the quality of the country's higher education institutions. India is in the midst of a bright period of young demographic characteristics. The typical Indian citizen is 25 years old, with 65% of the population under the age of 35. The quality of any educational institution can be assessed through its internally available resources such as skilled and well-qualified faculties, research journals and reference books available in the library, well-equipped infrastructure, and high rate of employability and graduates, etc.

India is presently regarded as one of the world's most potential economies. According to Assocham research, of the top 20 Business school graduates, just 7% were employed, while Aspiring Ideas discovered that less than 10% of Business school graduates across India were gainfully employed. While university education provides India an advantage in the world's marketplace, as seen by the availability of qualified labor and scholarship academics working overseas, insecurity, unemployment, and real deprivation remain important impediments to realizing her human capital potential. The long-term viability of businesses is dependent on the quality of their graduates. In an increasingly globalizing world, the potential and progress of India's higher education industry require critical scrutiny. The World Bank and UNESCO special task force formed in 2000 also discovered that university education emergence and spread earnings and production, which directly benefit people and society.

The administration had taken several initiatives to expand student enrolment in university education and enhance the standards of educational institutions. The three aims of the Government of India's higher education strategy were expansion, inclusiveness, and excellence.

Good education is the key to success in life. It helps shape one's life and career and provides us with

the skills necessary to succeed. However, basic education remains inaccessible and a luxury for many. And, more so higher education. A college degree is a gateway to a respectable job and career. But unfortunately, this is beyond the reach of many even today. Education is at the forefront of our lives, and something as important can never be measured. We can say that human civilization is now complete with the availability of education. Education has helped change peoples' careers – rather than just holding on to a career to survive, it has allowed them to choose one that matches their inner potential. The lives of the underprivileged have improved to a large extent today because of education. The present generation is using education as a tool to help the next generation lead a better life and fulfill their dreams. The underprivileged now understand that education alone will allow them to realize their fundamental rights and succeed. Education is for all, and it is not right that anyone born in this country is unable to study because of their circumstances. So, compulsory education has made a positive impact. Higher education is essential for the development of a country. The work of any professional is an expression of their higher education. Continuing higher education today in our developing country is a struggle for many. It remains a question mark for several students due to their economic background and lack of awareness even though the government has paved the way for it. Sadly, the future of many gifted students gets affected badly because of their circumstances. Recognition is the basis for any action. This is very important in education. The only proof that a person has completed higher education is the degree that he receives. Even today, some students are struggling to find good jobs because they haven't been able to continue their education and obtain a degree. Attaining a certain level of education is a test of one's ability. It, therefore, helps them earn recognition in their life.

According to extensive research, continuous learning through degree courses analyses after middle school offers significant advantages to younger generations, which include a higher likelihood of a better wage and work opportunities, the option to succeed in additional knowledge in a specific area, appropriate training for professional life, and a variety of pragmatic and lifestyle factors.

Research Objectives of the Study

1. To analyze the level of satisfaction among students during higher education.
2. To understand the successful performance of young professionals.
3. To understand the role Higher education system in building social skills and providing social development.

Review of Literature

Role of Higher Education System in Individual Development

[Cheng et al., \(2022\)](#) conclude knowledge of employee engagement by evaluating its meaning and responsibility for graduate employability from participants' viewpoints like government and student. For Graduate students' employment is the key concept of higher education. According to Right to Education Act has revolutionized the education system in India. Educational institutions must have to improve the quality of their services. There should be greater transparency and accountability. In this research paper, the focus is also on identifying emerging issues and challenges in education in India.

[Carrillo & Flores, \(2020\)](#) Concluded that the education system was impacted at all levels in various ways during COVID-19. Online teaching and learning practices related to social and teaching presence were identified. During a pandemic, the learning environment of colleges and universities are opting for new pedagogies of online education and resulting in a very satisfactory response by the students.

Management Young Professional

[Agashe et al., \(2022\)](#) explained in the research paper that career option for students in management is wide. Research emerging as an important career option independently. While this group is likely the much more significant in determining the course of intellectual research in India, their status and concerns remain inadequately cognized. University and college students must acquire the knowledge and competencies required to live but instead work in a more globalization era, a weather threat, and a sustainable economy

Skills Development and Career Prospective

Competence and skills-based education are crucial because if individuals merely possess the knowledge and no skills, then knowledge has no value. Professional skills development also needs to be integrated into university education so that young people may acquire jobs with a balance of knowledge and skills after finishing their studies on prospects for individual and professional growth through India's higher education system. Mona Betour [El Zoghbi, \(2019\)](#) highlighted in their research the aim to improve knowledge of how Higher Education Institutions mobilize and encourage young folks to address difficult and social concerns. This present study was conducted to uncover significant insights into young people's opinions.

Research Methodology

The aforementioned literature study served as the foundation for all instruments included in the questionnaire. In addition, all questions were reviewed by a team of academics and professionals to determine the validity of the questionnaire items. Throughout the questionnaire, five-point Likert-type (1- Strongly Disagree, 6- Strongly Agree) scales were used.

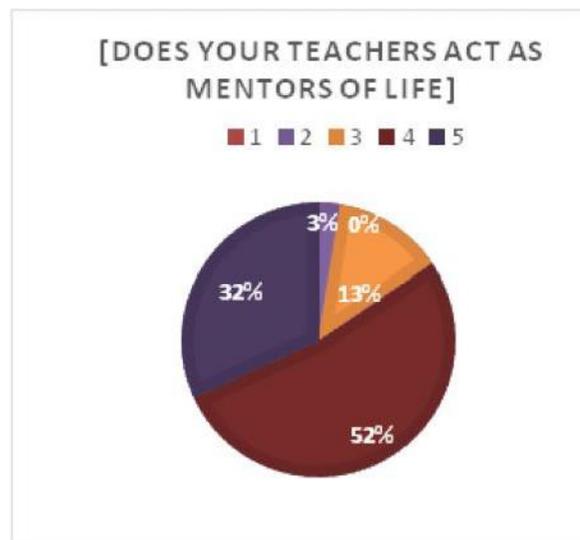
A critical interpretive research technique is used in this work. It aims to comprehend and share the experiences of young people all through their reports and collaborations in a reflective and dialogic atmosphere. The study focuses on the role of the higher education system in employability skills and development among management young professionals in India. The present study included the methodologies such as youth focus groups, interviews, policy documents, focus groups, participation, observation at different environmental youth events and forums, and a review of policy texts.

Finding and Discussion

India is a developed country with a vast and diversified education system yet nothing much has

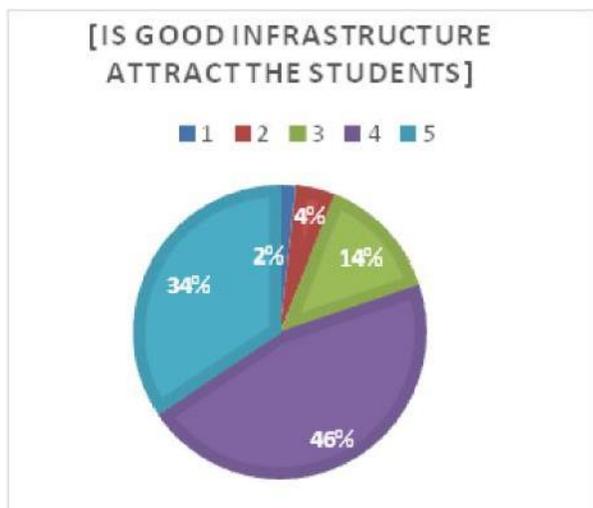
changed from Gurukul to the present period; we are still on a one-way path, while we urge students to engage; yet it is only in a class that this occurs. In this day and age of ruthless competition, if a student does not find himself employable in the sector or is not paid adequately, he has no one to blame but himself. The present study highlights the role of the higher education system in employability skills and development among management young professionals in India.

The present study included students from India undergraduates and post-graduates between the ages of 18 and 30, both male and female. A total of 116 students from various universities participated in focus groups. Participation in focus groups and interviews was entirely voluntary. Semi-structured interviews were also conducted with university students from various academic disciplines, as well as key informants or specialists such as academic researchers and youth coordinators. The majority of research participants saw flaws in today's higher educational system.

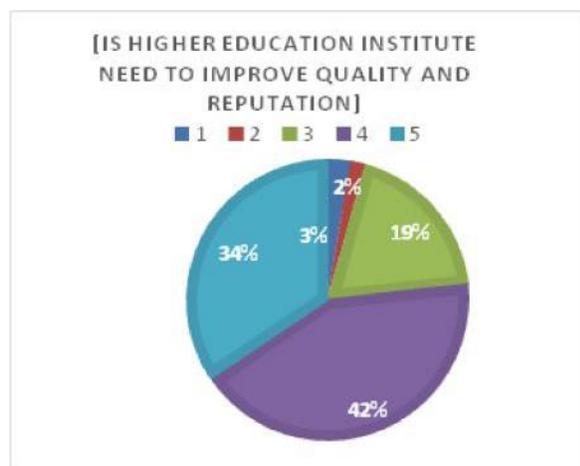


A mentor, in the largest context, is an individual who is particularly interested in facilitating a student's development into a professional service provider. The present study reveals that more than 50 percent of the students believed that their teachers act as a mentor in their life.

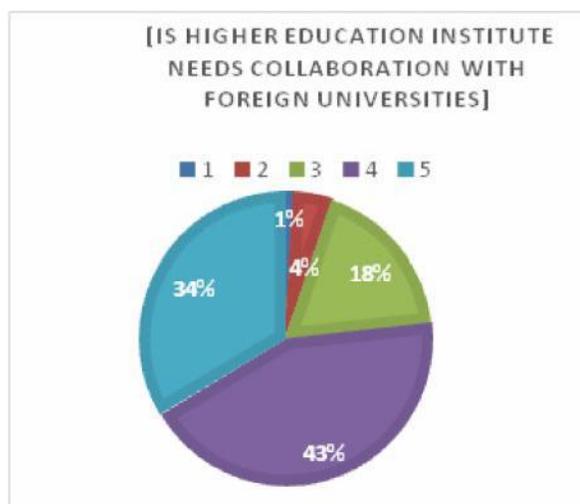
| Demographic Variables | Categories | Frequency | Percentage |
|-----------------------|-------------------------------|-----------|------------|
| Gender | Male Female | 65 51 | 56 44 |
| Course | Undergraduate Postgraduate | 11 42 | 98.31 7 |



Building, Classrooms, labs, and equipment, education infrastructure are critical components of school and university learning settings. As various studies have been conducted on the infrastructural factor and its impact on attaining the attraction of students. As the data collected, the figures show that 80% of students agreed that infrastructure is an important element for any educational organization that helps attract students. While 14% of students are neutral about the role of good infrastructure in student attraction. A robust infrastructure with enough room makes it an attractive place for pupils to learn and provides them with something like a favorable atmosphere.

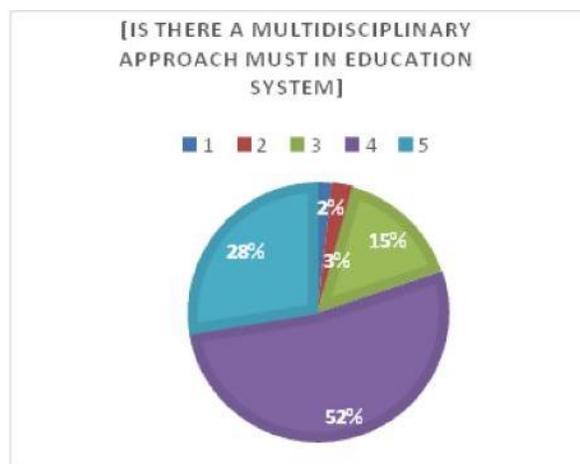


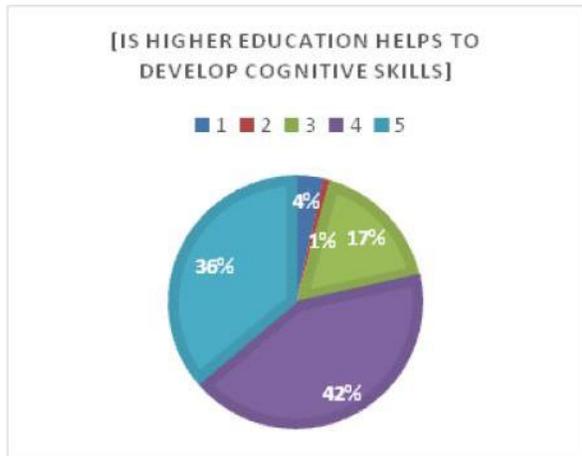
Many researchers and participants also underlined the importance and necessity for academic changes that encompass additional universal development and integrated teaching and knowledge into various educational venues and industrial exposure. The present study shows that more than 70% of



the participants believe that there is a need for improvement and implementation of quality and development in the higher education system in India. institution's reputation influences your employment because you possess individual qualities and skills to share, and your potential employer would prioritize those above the institution or the university from which you have received your education.

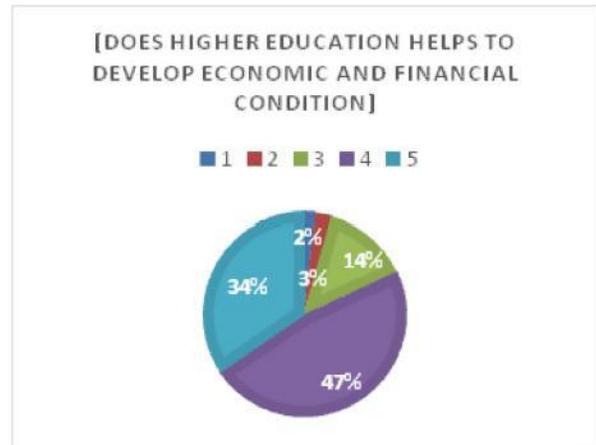
Collaboration may immediately provide a crucial improvement in educational and co-curricular programs for universities lacking regions. Many surveys show that students are demanding foreign collaboration as the studies reveal that students want to attain international-level collaboration with the universities. This will give international exposure to the students in terms of knowledge enhancement and overall development. Our study shows that more than 70% of the students agreed





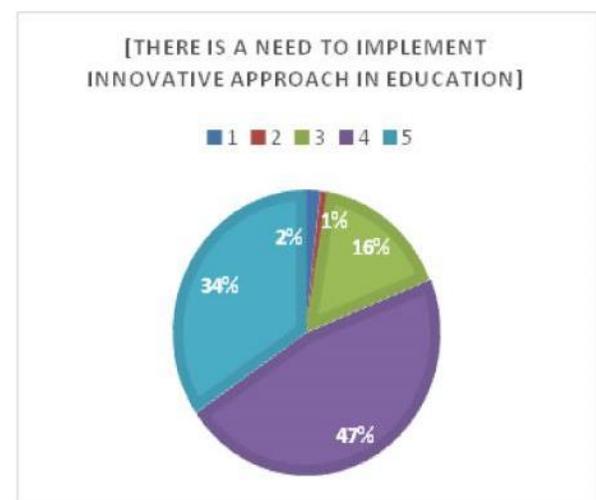
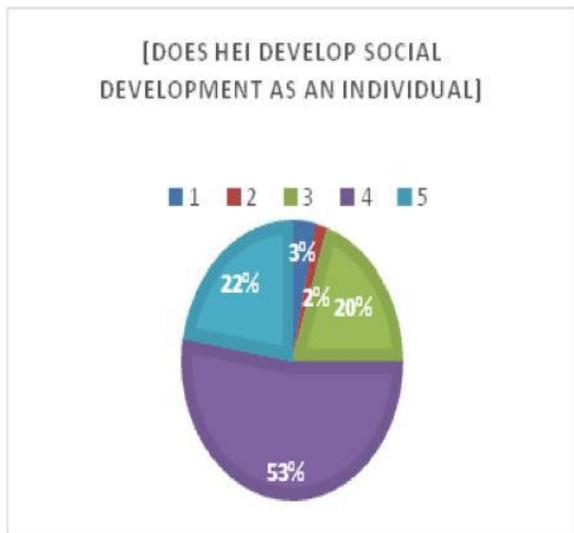
on the fact that higher education institution needs to collaborate with foreign universities. We may describe this new age of higher education as one of development via interaction instead of contraction by stressing collaboration.

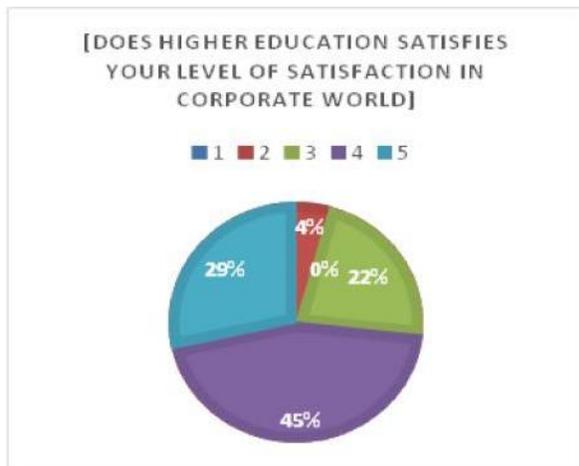
Multidisciplinary learning is a diverse educational strategy that enables students to understand and investigate separate disciplines or curricula from a variety of fields. A multidisciplinary curriculum examines the same issue from several perspectives. This approach provides every student with an assortment of abilities that are effortlessly transferrable throughout job situations, including techniques of problem-solving, critical and analytical thinking, management of time, self-management, communication and writing, analytical approaches to research, teamwork, and much more. The collected data shows that more than 70



% of the students believed that there is a need for a multidisciplinary approach must in the higher education system and during the interview students highlighted the need for implementing the multidisciplinary approach in the higher education system for building research ability, critical thinking, and analysis. Students are also in favor of cognitive skills as 78% of the students agreed on the fact that the higher education system plays a pivotal role in the cognitive expansion of the students that includes brain development, evidence, assistance, problem-solving, and attitudes that enable children to forecast and analyze the environment.

Education provides learners/young people with the chance to develop their social skills at school, both directly and indirectly. Learners connect, developing relationships with friends, instructors, and other students of all ages and cultures, and





strengthening their social skills. An individual learns how to interact with others through education. People's actions earn them respect in society. The study revealed that HEI plays an important role in building social skills and provides social development as an individual. 75% of the students agreed that the HEI is a platform where people learn the rule of conduct that how to deal with others. Teaching is the most essential strategy for expanding individual capacities, developing geniuses, conquering limits, and enlarging the potential set of opportunities and choices for extended-term welfare enhancement.

Till lately, academics found that physical capital was the most important factor influencing productivity expansion, advocating that the rate of physical capital formation in developing countries be increased to accelerate the growth process of the economy and enhance people's quality of life. Conversely, economic studies during the last three decades have shown that education is an important catalyst for economic progress and Education is the growth of a population or workforce's human talents and knowledge. Numerous experimental research has been carried out in industrialized nations and because of its relevance to economic prosperity, education is recognized as human capital. The figures show that more than 80% of the participants agreed that higher education helps to develop the economic and financial condition of an individual.

Accepting Education innovation promotes critical thinking a spirit of adventure, and adaptability that will benefit our pupils in the classroom. Learning innovation encourages students and

educators to experiment, investigate, and utilize all available resources to discover something new. The goal of using these new teaching tactics and methodologies is to enhance academic success and tackle real-world issues to encourage fair education. The study shows that 81% of the students agreed that there is a need to implement an innovative approach to the higher education system in India.

Numerous prospective students want to improve their chances of success in the future employment market further through higher education. Students can acquire difficult professional and technical abilities and soft individual excellent communication essential for a successful career via educational qualifications. The figures indicate that less than 75% agreed that higher education satisfies your level of satisfaction in the corporate world. Higher education needs to work more on increasing employability as the links between employment and education are controlled not exclusively by the purpose of education's role in preparing learning for later job duties and other life realms, but also by the function of education to prepare to learn for several other living realms.

Conclusion and Suggestion

To summarize and emphasize that the issue is not easy, all parties are equally involved in the current predicament. A deep study should be conducted to determine the missing connections that will make a student marketable, what the industry criteria for employment are, which of the latest technologies can be beneficial, and so on. This research can be conducted concurrently with studies in the form of tiny modules to determine the evolving need for lifelong learning needs. By completing numerous project modules, students and industries may identify students and industries in which they can excel, as well as areas for future growth and development.

Many research participants also underlined the importance of educational changes that promote more holistic thinking and integrate sustainable teaching and learning into a variety of educational settings and disciplines. The administration is doing numerous things to enhance education, yet the results are not as planned. This is also a sign that the process must be re-engineered for the benefit of the students and a better India.

Suggestions for Improving the Higher Education System in India

- Reengineering the Indian education system
- A student-centered approach
- Discard traditional methods and approaches
- Industrial exposure at regular intervals
- Platform for cultural exchange
- Project-based faculty exchange program
- Project-based students exchange program
- Use of ICT in learning
- Change in the notion of the educational industry
- Concept of learning by doing
- As a live project, recruitment analysis determines the minimal eligibility for employment based on the industry.
- Enhanced teaching methodology
- The role of governing bodies in developing rules and curriculums.

- Prioritize research-based education.
- Bring the change in the mindset of the students from studying to acquiring a degree to study to learn something.

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