

Designing of Admission Process in University at Under Graduate Level to Enhance Employability

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Abstract:

Employability of graduates engineer has become a major issue. Universities have been experiencing a decline in their graduate employment since the past decade. This issue can be tackle through proper understanding of all the process involved in academics. The passing out engineering graduate is the output of universities. At the time of admission students may be consider as the raw material. The roles of universities are to shape passing out engineering graduate as per market/industry requirement. Therefore it is a necessity to design all academics processes from admission to placement to enhance the employability. This paper focus on detailing of the academic processes involved from planning of admission test to post admission in universities.

Keywords: Academic Process, Employability, Admission process.

I. Introduction

India has the potential to be a global leader in technology. Indian industry is competing globally in software, automobiles, chemicals and engineering equipment[1]. A critical issue for the future success Higher Engineering Institution (HEI) in India because University Grants Commission (UGC) said that 85 per cent of those passing out from engineering colleges were not employable. [2] India's 2013 National Employability Report found that only 21% of

its engineering graduates actually employable. [3] Under the globalized scenario of Industrial production, large employment opportunities are awaiting fresh engineering graduates, if they meet industry expectations. Though there are many factors that are responsible for the low employability rate, government and national bodies are cognizant of the issue and developing solutions at the macro level. Solutions to this high rate of defect on employability require a multi-pronged approach.

II. Literature Review

Various definitions are given for the term “employability skills”. Employability skills can be viewed as a small set of skills that are reduced from a large set of specific attributes. Therefore, employability skills of engineering graduates can be explained with the aid of several specific attributes. From the Rasuls’ view, an employability skill can be defined as a foundation for graduates to successfully get a job and to develop their career. Hillage defined employability as being capable of getting a job and fulfilling all the work in the job. Employability depends on the knowledge, skills, and attitudes of individuals and the way they use and present these assets. Yorke presented employability as “a set of achievements, understandings, and personal attributes that make individuals more likely to gain employment and be successful in their chosen careers” [8]. Dr. Ravichandran & Abirami P.G defined Employability as “the capability for gaining and maintaining employment”. Skill is the ability to carry out a task with pre-determined results often within a given amount of time and energy [6]. Admission policies may have a decisive role in defining the number of candidates and students’ enrolment in higher education, which is the most important

factor in the Government funding formula; HEIs may have differentiated strategies when defining admission conditions. On the one hand, given the very high failure rate, if study programs want to target a larger pool of candidates [7].

On the part of the Higher Education Institution (HEI), employability of the graduates is one of the measures of the performance of the institution to deploy its products to various companies and be part of the labor market. The contribution of the graduates to the economic development of the country would serve as significant outcomes of the HEIs [6].

Ramananet. al [4] have proposed few factors through their research work from employers perspective, focused on improving the employability of engineering graduate community.

To achieve the objective of employability, we have to understand process involved from admission to placement of engineering for shaping the students. This paper deals with the admission process.

III. Admission

Since independence, government initially focused to provide the engineers required for the developing economy. The Indian Institutes of Technology, the Regional Engineering colleges (National Institutes of Technology) were targeted at achieving this. Indian engineers established their reputation for engineering and design skills. Engineering in India is preferred option for bright students at the undergraduate level. This has resulted in a spurt in engineering colleges primarily in the private sector. Despite this, industry leaders complain about the absence of quality engineers for their industry. This is accompanied by significant unemployment rates amongst graduating engineers. To minimize the rate of unemployment among graduate engineer to many initiatives has been taken by government and researcher. To minimize the rate of unemployment, from entry (i.e.) admission to exit (i.e. placement) each stages has to be design to produce engineer as per requirement of industry. In this paper we will focus on admission only.

University and college admission is the process through which students get entry in education of universities and colleges. Systems of admission may vary from country to country and sometimes from institution to institution. Admission plays

very important role in employability because universities have to produce engineer as per the requirement of employer need. If the gap between the quality of passing out engineer and employer need will be minimum, greater will be the possibility of employability. To achieve this objective the admission process should be design in such a way that universities can shortlist only those candidates who have ability to be a good engineer.

Admission policies may have a decisive role in defining the number of candidates and students' enrolment in higher education, which is the most important factor for creating infrastructure in universities. Universities may have differentiated strategies when defining admission conditions.

Admission process may be classified in three stages i.e.

- a. Pre Admission Process
- b. Admission Process
- c. Post Admission Process

A. Pre Admission Process: This process deals with planning of admission test, admission form distribution, question paper setting for admission test, admit card distribution. After that admission test will be conducted. Now evaluation of admission test answer sheet will take place which is followed by preparation of merit

list and intimation to the successful manner that it has property to check the candidate. This process is shown in figure capability of candidate.

1. Question paper should be set in such

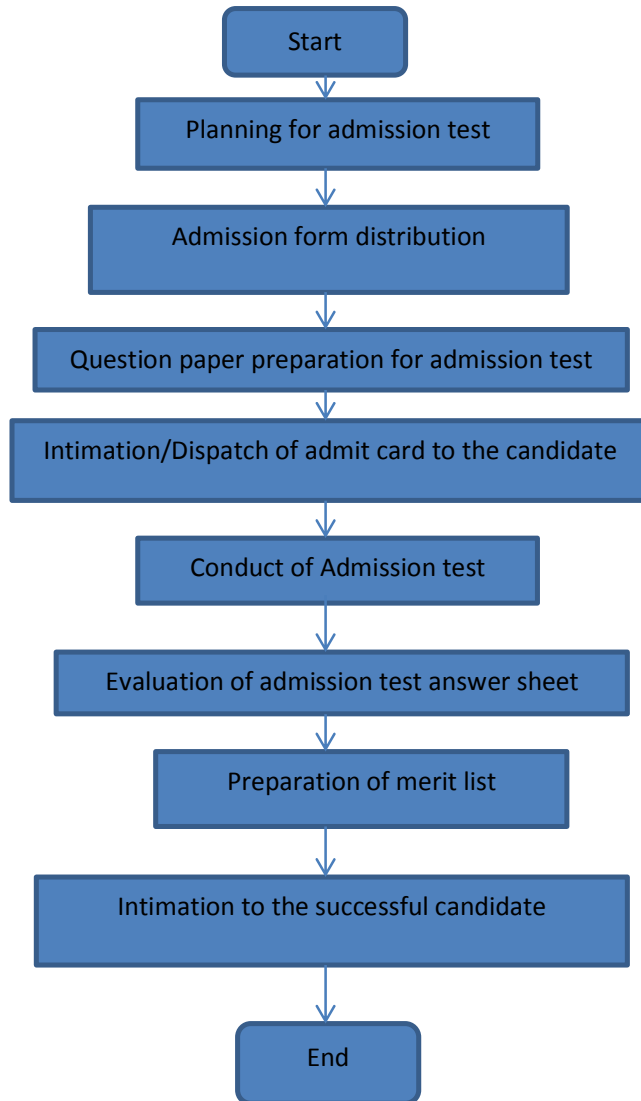


Figure 1: Pre Admission Process

B. Admission Process: The various steps involved in Admission process is shown in figure 2. This process involved admission test, counseling, verification of documents and the orientation of successful candidate.

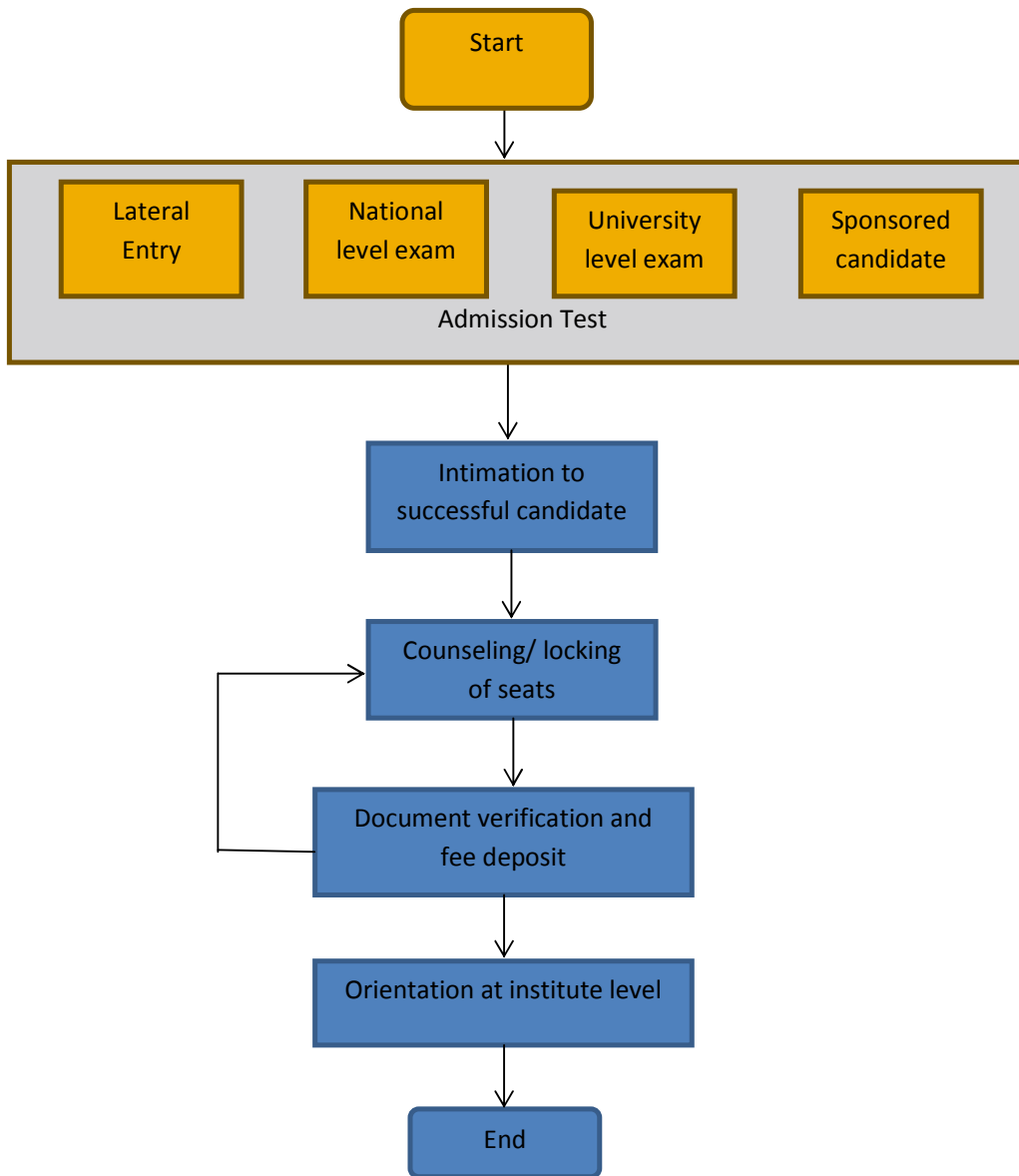


Figure 2: Admission Process

C. Post Admission Process: The main activities in this are registration, dividing students in groups, allotment of program leader and mentor-mentee interaction. This is shown in figure 3.

Program leader will take care of all academic issues. Mentor mentee relationship is very important. Mentor is just like a local guardian. Ideally Program leader and mentor should be same.

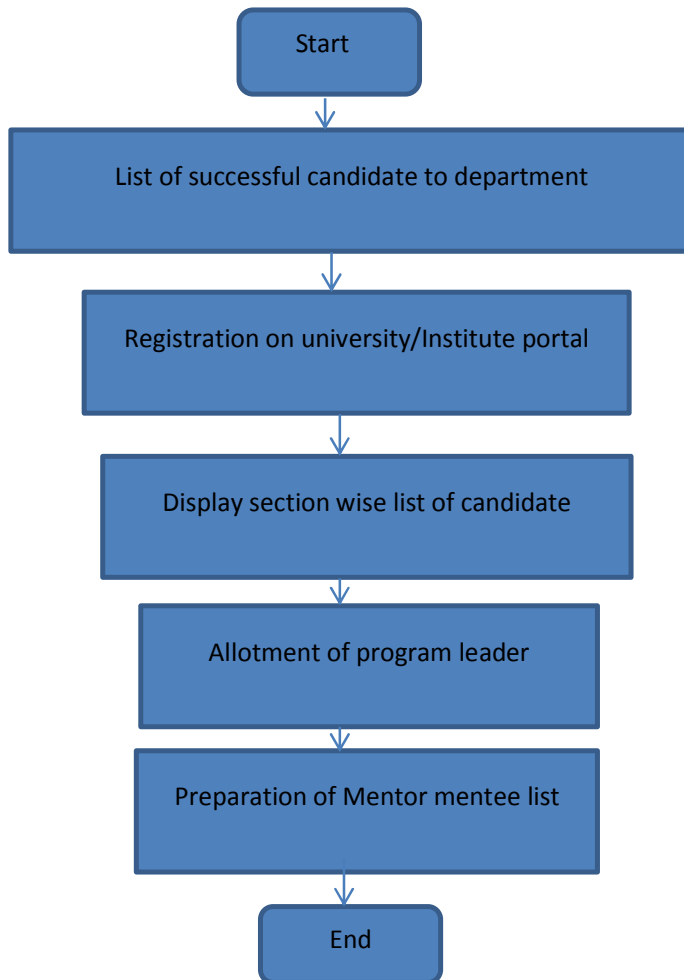


Figure 3: Post Admission Process

IV. Conclusion and scope of further studies:

This information shown above allows both faculty and administration to design the academic process involved at different stages. The information shown above will create clear understanding to persons involved in different admission process. Employers may also give their suggestions as input to bridge the gap between

employer need and passing out graduate engineer.

From admission to placement there are more processes involved other than admission like curriculum design, teaching, examination etc. These processes can also be elaborated similarly as explained in this paper.

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