



Employment News



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EMPLOYABILITY AND INDIA: FORECASTS FOR 2015

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Employment is an issue of concern for every country. The better the rate of employment in any nation better is the overall economic condition. But of late, policy makers have started thinking about the quality of human resource a country might have. Here comes the term "employability". Employability is defined as the development of skills, abilities and personal attributes that enhance student's capability to secure rewarding and satisfied outcomes in their economic, social and community lives. Businesses around the world are reporting a skills shortage epidemic that is hindering the growth prospects of the nations. According to the Global Talent Index 2015 almost four in ten (39 percent) businesses around the world are struggling to recruit the right people, with a lack of technical skills cited as the primary problem (64 percent). The concern is that this lack of talent will dampen business productivity, ultimately threatening future growth and profitability. In fact for about 3/4th Indian businesses, one of the primary challenges faced is the shortage of technical or specific skills.

India is set to play a pivotal role in the world due to the presence of active population. With an expected population of 1.3 billion by 2020, 60% of which would be in the working age group (15-59 years) as per the Boston Consulting Group Report, India is going to have a surplus of active population - about 47 million people. China is a formidable competitor yet with its existing one child policy, it is down by 10 million. Here lies the demographic div-

idend for India when major portion of its population is active (in the working age 15-50 years).

Now with the above mentioned implications to the future of world in general and to India in particular it is important to analyze where India stands in terms of skills at present.

Status of employability 2014

According to the India Skills Report 2014 published by Confederation of Indian Industries (CII), Wheebox and People strong suggest that only 37% of the graduates of India are employable. The report also says that 38% of the women candidates are employable and 34% of the men are found to be employable. The top 10 states in terms of employable male candidates are- Tamil Nadu, Punjab, Uttar Pradesh, Delhi, Andhra Pradesh, Haryana, Karnataka, Orissa and West Bengal while the top 10 states with employable female population are- Punjab, Tamil Nadu, Uttar Pradesh, Andhra Pradesh, Delhi, Haryana, Karnataka, Orissa and West Bengal.

Besides it is found that the top states where major part of the 'employable pool' comes from are: Punjab, Tamil Nadu, Uttar Pradesh, Delhi, Andhra Pradesh, Haryana, Karnataka, Orissa, and West Bengal.



Further the report suggested top 10 cities where maximum employable candidates are available. These cities were Ajnala, Dhariwal, Ponneri, Akola, Fatehgarh, New Delhi, Coimbatore, and Madurai. Most of these cities are part of the top states except for a city that is part of Maharashtra.

There seems to be a paradox in the employment scenario of India in present times. On the one hand there is the

dearth of necessary skill in the job market; on the other hand there is the "demographic bulge"- the millions of Indian youth who will enter the job market. This has the chance of weighing the nation down and hinder the growth of the Gross Domestic Product (GDP). The forecasts suggests that by 2020, India would have a working population of about 0.8 billion out of the total population of 1.3 billion.

India and Global Talent Index 2015

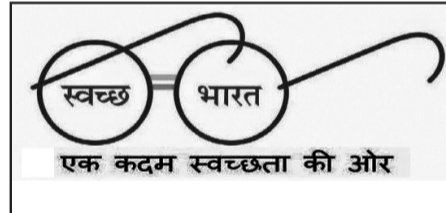
Here it is important to understand the place of Indian human resource as against the global counterparts. The Global talent Index reports 2015 highlights that developing employees is the focus in the Asian nations of China and India. The report says 60% of companies here are devoting more resources to development than they were two years ago. In the global talent market India and China are regarded as the future to watch

out for. Because these markets are relatively new and growing so fast, an adequate pipeline of ready-made employees equipped to step into the breach is simply not available. And as their economies carry on expanding at a rapid pace, workers with the right training and experience become increasingly desirable commodities. In the Global Talent Index 2011 India was ranked 35th with a score of 40.5 and in Global Talent Index 2015 India retained its rank with a small increase in score to 42.2 and a change from 2011-2015 standing at +1.7.

The top 3 nations in the Global Talent Index 2011 were United States at 74.2, Denmark at 64.7 and Finland at 63.2. These nations have retained their place in the Global Talent Index 2015 with United States at 74.5, Denmark at 65.4 and Finland at 64.2.

Among all nations in the Global Talent Index 2015, China registers the largest score improvement in 2015. This is attributed to Beijing's increasing willingness to embrace foreign workers, a change in approach triggered in part by the impending decline of young indigenous workers entering the labor market.

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JOB HIGHLIGHTS

LIC

Life Insurance Corporation of India requires 200 Assistant Administrative Officer
Last Date : 22.01.2015 (pg 36-37)

UPSC

Union Public Service Commission invites applications for various posts
Last Date : 29.01.2015 (pg 19-25)

AIIA

All India Institute of Ayurveda invites applications for various posts
Last Date : 45 days after publication (pg 26-31)

Turn over the pages for other vacancies in Banks, Armed Forces, Railways, PSUs and other Govt. Deptts

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GET YOUR CAREER DECISION RIGHT

Vijay Prakash Srivastava

In schools and colleges we're taught many subjects but it is surprising that many of life lessons are hardly included in the curriculum. Consider the case of choosing a career. In very few cases we can find institutions or courses offering formal career guidance. So more often than not people have to make uninformed career choices.

Choosing a career is one among the most significant milestones in our lives and one should be fully equipped to make such an important decision.

The world today is much different from the world of yester years. Our country has also changed a lot in the past few decades. With increased globalization and liberalization, there is vibrancy in the economy. Industrialisation is gaining strength and new jobs are being created.

The service industry is also expanding, generating employment for millions of people. For many corporations of the world employees' nationality is a non-issue now and they are willing to hire persons of any nationality as long as they meet the required criteria. Job seekers are moving across cities and nations to fulfil their career aspirations. More and more organisations are becoming global and diversity is being encouraged. This has brought much more opportunities in realm of careers, at the same time has made the job of career selection a lot challenging.

Job or career?

The more clear a person is about her career aspirations, the easier for her will be to make a right decision in the matter.

Many times people don't differentiate between a job and a career. A job is an assignment which may be taken for a long or short period. It is more of a position, designation or role. When someone says that she is a computer operator in public works department, she is talking of



a job. Career has a wider canvas. A person may choose a career in banking, defence, human resources (HR) or in any other area/ organisation. Our long term planning should be for career. Of course, we'll be learning from our experiences and may be required to change our career strategy, in some cases.

Career and personality

Ideally your career should match with your personality. Every career requires few personal traits. Before we decide to enter a particular career, we should find-out if we have the matching personality. For example in selling, marketing or public relations employees are expected to be extroverts because the requirement is like that. If the required traits are lacking there are two options- to explore some other career or to develop those required

traits. It is possible to bring changes in our personality. It requires willingness, efforts and discipline. Around you, you can find people who have brought changes in their habits and personality after they felt a need for this.

Get the question right

It is true that people work for a living. But this doesn't give us the complete picture. In most of the cases money can be one of the motives, not the only motive. The other motives can be understood when we ask this question-"What are the things I look forward to in a career?" Is this money, power, prestige, complete job security, freedom, growth opportunities or something else? There are many bright students from prestigious institutions like IITs and IIMs who under campus selections, were offered fat financial packages by national and global companies. They could have been assured of a comfortable life by accepting such attractive offers. But these students preferred to choose the path of entrepreneurship, of being on one's own which is considered to be risky and demanding. A person who wants to go into academics, supposedly is not a power seeker. Some people seek quick promotions. You must know your preferences.

Explore options

You know what you want. The wiser thing now will be to explore options. Take the example of a career in banking. For many people it means working in a nationalized bank. But opportunities are also available in private sector banks which consist of

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