

EMPLOYABILITY AND SKILLS GAP ANALYSIS: AN OVERVIEW OF LITERATURE REVIEW

DR.PALLAVI KAPOORIA*; SATISH SUMBRIA**

*HOD (DEPT OF MANAGEMENT),
GRADUATE SCHOOL OF BUSINESS, DAVV, INDORE(M.P.), INDIA.

**ASSISTANT MANAGER (HRA),
BRIDGESTONE INDIA PVT.LTD., PITHAMPUR (M.P.), INDIA.

ABSTRACT

India and its manpower is again at the center stage of the world. This time though, it's not a predicament, but it is the source of hope to the so called 'aging' developed nations. With an expected population of 1.3 billion by 2020, India is the powerhouse of the coming decade. With lakhs of students being added every year to this pool of job seekers in absence of proper management, the time when the entire system fails is not far away. Perhaps that is the reason why skill development has been in the centre stage lately.

This paper aims to provide an overview of various studies conducted to understand this very issue and thus tries to bring in a more realistic, holistic view of skill and talent landscape in India. This paper is an effort towards analyzing the existing literature survey of educational reports, empirical and theoretical research papers on skill employability gap and brings together various issues which need an immediate attention in order to bridge the gap between skill levels of the supply side and needs of the demand side of Talent Supply Chain. The real objective of this paper would be achieved if its findings can be used by the actors of the supply chain of talent to take relevant steps for skill development and deployment.

KEYWORDS: Employability, Academia- Industry Interface, Talent Supply Chain, Skills Gap.

REFERENCES

1. Bok, D. (2006), *Our Underachieving Colleges*, Princeton University Press, Princeton, NJ.
2. Barrett, A., & Beeson, J. (2002). *Developing leaders for 2010*. New York: The Conference Board.
3. Blom, A. and Saeki.H. (2011). 'Employability and Skill Set of Newly Graduated Engineers in India.' *Policy Research Working Paper 5640*, World Bank.
4. Boston Consulting Group(2008). *Creating People Advantage* Retrieved October 2013 from, [http://www.bostonsearchgroup.com/blog/page/14/NSDC\(2012\). NSDC Skill Gap Analysis Reports](http://www.bostonsearchgroup.com/blog/page/14/NSDC(2012).NSDC%20Skill%20Gap%20Analysis%20Reports). Retrieved October 2013 from <http://nsdcindia.org/knowledge-bank/>
5. Bunt, K., McAndrew, F. and Kuechel, A. (2005). 'Jobcentre Plus Employer (Market View) Survey 2004.' *DWP Research Report No 261*, London: Department for Work and Pensions.
6. Cappelli, P. (2008), "Talent management for the twenty-first century", *Harvard Business Review*- March, pp. 74-81.

7. CISCO Knowledge Network(2012). Bridging the skills gap with industry: Academia partnerships. Retrieved October 2013 from http://www.cisco.com/web/IN/about/network/academia_partnerships.html
8. Edex (2013). A survey on average salaries of freshers. Retrieved October 2013 from <http://newindianexpress.com/education/edex/article1502534.ece>
9. Fugate, D.L., & Jefferson, R.W. (2001). Preparing for globalization: Do we need structural change for our academic programs? *Journal of Education for Business*, 76(3), 160-166.
10. Ghosh et al(2009). Innovative mechanism to improve effectiveness of technical education – A case study of mission mode approach in India, Retrieved from www.indianjournal.com on Oct 10, 2009.
11. ILO(2012). *Global Employment Trends 2012*. International Labor Organization, Geneva. ILO(2013). *Global Employment Trends 2013. Recovering from a second job dip*. International Labor Organization, Geneva.
12. Modi S (July 04, 2009). The task of shaping skills & employability, *The Financial Express*, July 04, 2009. Retrieved from www.financialexpress.com/news/the-task-of-shaping-skills-&-employability/484760 on Oct 09, 2009
13. Paliwal U (Mar 2009). Educated youth and unemployment in Ethiopia, *The Indian journal of commerce*, Vol 62 – No. 1.
14. Mumford, M. D., Zaccaro, S. J., Harding, F. D., Jacobs, T. O., & Fleishman, E. A. (2000). Leadership skills for a changing world: Solving complex social problems. *Leadership Quarterly*, 11(1), 11-36.
15. Pfeffer, J., & Fong, C.T. (2002). The end of business schools? Less success than meets the eye. *Academy of Management Learning & Education*, 1(1), 78-95.
16. Rajasekaran, S. Rajasingh (April 2009). Perceptual chasm between industry and academic leaders on the quality of higher education, *Journal of academic leadership*, USA, Vol 7.
17. S Mannan (2003). Business education in the context of global competition, *The Indian journal of commerce*, Vol 56 – No.2, Pp 204-209.
18. The Times Of India (2013). Companies struggle to close skill gaps at entry level. Retrieved October 2013 from <http://timesofindia.indiatimes.com/business/india-business/Companies-struggle-to-close-skill-gaps-at-entry-level/articleshow/17919631.cms>
19. The Wall Street Journal (2012). Young, Jobless and Indian. Retrieved October 2013 from <http://blogs.wsj.com/indiarealtime/2012/11/23/young-jobless-and-indian/>
20. The Hindu (2013). An Indian education? Retrieved October 2013 from <http://www.thehindu.com/features/education/college-and-university/an-indianeducation/article4683622.ece>
21. Weisman, V.L. (2000). The impact of facilitative leadership: Multi-rater measurement of behavioral outcomes of managerial leaders. *Proceedings of the Academy of Human Resource Development. Conference Proceedings, USA*, 20-28.
22. Winterbotham, M., Adams, L., Kuechel, A. (2002). 'Evaluation of New Deal 25 Plus.' *Qualitative Interviews with ES Staff, Providers, Employers and Clients*. DWP.