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ATTITUDE: AN INDISPENSABLE DETERMINANT OF EMPLOYMENT

Unjum Bashir¹ and Dr. Parvez A. Mir²

¹Research Scholar, Islamic university of science and technology, Awantipora.

²Faculty, Department Of Business Studies, Islamic University Of Science and Technology, Awantipora.

ABSTRACT:

The issue of Employment generation has been an unending one. For the purpose of employment, it has been understood that employability is the key factor. Although, much has been done globally to eradicate the unemployment. Most of the countries have introduced many training programmes in order to enhance the employability to generate the employment. However despite of so many training programmes, the outcome has not been as successful as it should be. One of the major causes for the weak outcome has been the absence of one or the other basic factors that could affect the enhancement of employability, which further leads to employment. The current study has highlighted the relation of one of the factors of employability i.e. the attitude, with the employment. The attitudes form an essential part for the employability and are the major sources that lead to the employment generation. These attitudes are imparted through many training programmes. The current study also shows the relation between the attitudes imparted during the training programme and the employment generated by those training programmes.

KEYWORDS : Employability, training programmes, employment, attitude.

INTRODUCTION

Over the past many decades, the Employment generation has globally become a major issue in the development goals. In case of developed countries the unemployment scenario has forced these nations to look for new ways of generating the employment. However the unemployment has been a matter of concern in developing countries as well. On one hand it leads to productive employment but on the other hand it has also been seen as a reason of the increase in the poverty. Although, many steps have been undertaken to reduce the unemployment. The common ways of reducing unemployment include the better focus on those areas which



have more tendency to generate employment, especially in the higher education in which the potential of employment generation is more. Furthermore many employment generation schemes have also been introduced which are generally introduced through the training programmes. Most of these programmes have been designed in such a way that the jobs are created for unemployed, for self employment, for regular full time and part time job seekers as well. Although the employment generation programmes implemented have been of an advantage however, a large evidence supports the fact that non academic skills hold major part in creating and sustaining over the jobs (Lerman, 2013). Furthermore, a lot of studies have also revealed that previously it was the non academic skills which were mostly kept out of basic course studies and were considered as having a residual impact. (Almlund et al.2011). However, the importance of these skills has become quite evident after seeing the latest work culture and the work ethics required while working in the new technological era, especially where an amalgamation of cognitive and non cognitive skills is a must. (Heckman et al. 2006; Almlund et al. 2011).Moreover the employers these days are not only looking for skills but also the personal attributes that are good enough to keep the employees updated with the dynamic environment(Nirmalya Bhattacharyya, 2011). The personal attributes include the attitudes along with other qualities like those of knowledge and skills. These variables taken together form the personalities that grow in the organization and also make the organizations also to grow and flourish (Lerman, 2013). The personal attributes taken together with the skills form the employability. Employability has been a source of change in the individuals from being unable to deliver their duties properly to becoming professionals (Jones et al., 2010). Further, many studies also reveal that the qualities required for the employability skills include both academic as well as non academic skills (Hart Research Associates, 2013; Drummond and Rosenbluth, 2015). Moreover, the application of the existing skills of the individuals at their workplaces has also been a success by the trainings during the employability enhancement (Luk et al., 2014) . The employability also enhances the individual's attitude towards their own capacity of skills existing and the competency in the work environment (Chan et al., 2017).

These attitudes form a basic link between the employment and trainings through which these attitudes are imparted. The training programmes thus become a source of imparting attitudes along with other academic and non academic skills, into the individuals. Furthermore, the transfer the attitudes, has been considered as one of the intricate phases in the theory of learning (Kontoghiorghes, 2004). However, with the success of imparting attitudes, those individuals who get a favorable direction and are motivated positively towards their job show a good participation rate in the respective training programmes as well (Leuven et al.2005). Thus the employment gets enhanced or gets affected by the attitudes and it is these attitudes that influence the employment.

RESEARCH DESIGN:

Geographical location of the study: The present study has been undertaken in the Kashmir division of J&K state. The study has undertaken two different employment schemes which provide the training and impart right attitudes among the beneficiaries towards the employment.

Sample: The current paper focuses on the beneficiaries of employment schemes, who have undergone training for employment purposes. A total of two training programmes have been selected and total number of 149 respondents for each have been identified. Simple random sampling has been followed for the selection of beneficiaries.

Tool for data collection. The tool used to collect the data has been a questionnaire as well as interview schedule.

Process of data collection: The data has been collected from the beneficiaries that had been identified through the information taken from the data sources available at the central and head offices of the training centers.

Interview process and data gathering: The questionnaires have been distributed among the beneficiaries . Furthermore the interview schedule has also been used, wherever required.

DATA ANALYSIS AND FINDINGS:

In order to understand the relation between the attitudes and employment, the correlation between the employment and attitude has been tested and is given in the table 1.

Table 1: Correlations between attitude and employment

| Construct | N | Employment Pearson Correlation Sig. (2-Tailed) | P Value |
|-----------|-----|---|---------|
| Attitude | 298 | .335 | .036 |

The table 1 reveals that the employment and attitude are correlated and share a significant ($p < 0.5$) correlation. Further, in order to identify the strength of the impact of the attitudes on the Employment, regression analysis has been done. The regression analysis for employment indicates that the variable, attitude utilised for employability has a significant positive impact on employment. Further, in order to understand the strength of relation, a regression analysis has been undertaken. The value of $R^2 = 0.112$ shows that 11.2 percent variance is explained by independent variable Attitude in dependent variable i.e. employment (Table 2).

Table 2: Attitude and Employment; Regression Analysis

| Model Summary | | | | |
|--|-------------------|----------|-------------------|----------------------------|
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .335 ^a | .112 | .219 | .38403 |
| a. Predictors: (Constant): Attitude | | | | |

The ANOVA table indicates that the employment is statistically significantly predicted by the regression model ($p < .05$).

Table 3

| ANOVA ^b | | | | | | |
|---|------------|----------------|-----|-------------|---------|-------------------|
| Model | | Sum of Squares | Df | Mean Square | F | Sig. |
| 1 | Regression | 17.049 | 1 | 17.049 | 116.169 | .000 ^a |
| | Residual | 30.656 | 297 | .149 | | |
| | Total | 47.705 | 298 | | | |
| a. Predictor: (Constant): ATTITUDE | | | | | | |
| b. Dependent Variable: EMPLOYMENT | | | | | | |

* p<.01

Thus a strong relationship between attitudes and employment can be depicted from table 3.

The tables 2 and 3 are an indication of strength of relation between the attitudes (non academic skills) and employment. Further, these attitudes are imbibed through training programmes.

Table 4: Implementation of Attitudes during the training programmes. (N=298)

| | | N | Mean | Std. Deviation | Std. Error | 95% Confidence Interval for Mean | | Min | Max |
|----------|-------|-----|--------|----------------|------------|----------------------------------|-------------|------|------|
| | | | | | | Lower Bound | Upper Bound | | |
| Attitude | TP 1 | 149 | 2.5208 | .53767 | .04405 | 2.4338 | 2.6078 | 1.40 | 4.00 |
| | TP 2 | 149 | 2.4617 | .52654 | .04314 | 2.3765 | 2.5470 | 1.00 | 4.00 |
| | Total | 298 | | .61367 | .02880 | 2.3456 | 2.4588 | 0.00 | 4.00 |

TP: Training Programme

Table 4 depicts that the satisfaction of respondents towards the attitudes implemented during the training programme has been higher in training programme1 as compared to training programme 2.

Table5:Status of employment of the individuals pre and post trainings (attitude development)

| SCHEME | Total number | PRE TRAININGS (Attitude development) | POST TRAININGS (Attitude development) | Total % of employed individuals through the trainings |
|----------------------|--------------|--------------------------------------|---------------------------------------|---|
| Status of employment | | No. of persons employed | No. of persons employed | |
| TP1 | 149 | 24 | 112 | 75.16 |
| TP2 | 149 | 87 | 95 | 63.75 |

TP: Training Programme

The table 5 depicts that the training programme in which the attitudes have been imparted with a better strategy and leading to satisfied respondents has a good outcome in terms of employment generation with a percentage 75.16 percent as compared to the other programme, where the employment generation has been weaker with 63.75 percent.

CONCLUSION

The issue of educational status and employment has been a burning one. However, the studies so far have reached to the conclusion that the non academic skills incorporated with the academic skills, together become the proper combination for employment. Further the strength of relation of the attitudes and employment is a proof of the importance of attitudes for employment generation. However, there has not been much research regarding the importance of attitudes towards employment. Neither has much research been done on the training programmes regarding the dissemination of attitudes. An importance of attitudes integrated with the academic skills needs to be highlighted more with research and analysis of attitudes along with other skills. Also the lack of attitudes becomes one of the major drawback in successful implementation of the schemes. Therefore the training programmes induced for the employment generation should in corporate attitudes, in order to have a successful outcome.

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