

ISSN 2277 - 5730
AN INTERNATIONAL MULTIDISCIPLINARY
QUARTERLY RESEARCH JOURNAL

AJANTA

Volume - IX

Issue - I

January - March - 2020

Peer Reviewed Referred
and UGC Listed Journal

Journal No. 40776



ज्ञान-विज्ञान विमुक्तये

IMPACT FACTOR / INDEXING

2019 - 6.399

www.sjifactor.com

❖ EDITOR ❖

Asst. Prof. Vinay Shankarrao Hatole

M.Sc (Maths), M.B.A. (Mktg.), M.B.A. (H.R.),
M.Drama (Acting), M.Drama (Prod. & Dir.), M.Ed.

❖ PUBLISHED BY ❖



Ajanta Prakashan

Aurangabad. (M.S.)

The information and views expressed and the research content published in this journal, the sole responsibility lies entirely with the author(s) and does not reflect the official opinion of the

Editorial Board, Advisory Committee and the Editor in Chief of the Journal "AJANTA".
Owner, printer & publisher Vinay S. Hatole has printed this journal at Ajanta Computer and Printers, Jaisingpura, University Gate, Aurangabad, also Published the same at Aurangabad.

Printed by

Ajanta Computer, Near University Gate, Jaisingpura, Aurangabad. (M.S.)

Printed by

Ajanta Computer, Near University Gate, Jaisingpura, Aurangabad. (M.S.)

Cell No. : 9579260877, 9822620877, 7030308239 Ph. No. : (0240) 2400877

E-mail : ajanta5050@gmail.com, www.ajantaprakashan.com

AJANTA - ISSN 2277 - 5730 - Impact Factor - 6.399 (www.sjifactor.com)



EDITORIAL BOARD



Professor Kaiser Haq
Dept. of English, University of Dhaka,
Dhaka 1000, Bangladesh.

Roderick McCulloch
University of the Sunshine Coast,
Locked Bag 4, Maroochydore DC,
Queensland, 4558 Australia.

Dr. Ashaf Fetoh Eata
College of Art's and Science
Salmau Bin Abdul Aziz University, KAS

Dr. Nicholas Loannides
Senior Lecturer & Cisco Networking Academy Instructor,
Faculty of Computing, North Campus,
London Metropolitan University, 166-220 Holloway Road,
London, N7 8DB, UK.

Muhammad Mezbah-ul-Islam
Ph.D. (NEHU, India) Assot. Prof. Dept. of
Information Science and Library Management
University of Dhaka, Dhaka - 1000, Bangladesh.

Dr. Meenu Maheshwari
Assit. Prof. & Former Head Dept.
of Commerce & Management
University of Kota, Kota.

Dr. S. Sampath
Prof. of Statistics University of Madras
Chennai 600005.

Dr. D. H. Malini Srinivasa Rao
M.B.A., Ph.D., FDP (IIMA)
Assit. Prof. Dept. of Management
Pondicherry University
Karaikal - 609605.

Dr. S. K. Omanwar
Professor and Head, Physics,
Sat Gadge Baba Amravati
University, Amravati.

Dr. Rana Pratap Singh
Professor & Dean, School for Environmental
Sciences, Dr. Babasaheb Bhimrao Ambedkar
University Raebareilly Road, Lucknow.

Dr. Shekhar Gungurwar
Hindi Dept. Vasantrao Naik
Mahavidyalaya Vasarni, Nanded.

Memon Sohel Md Yusuf
Dept. of Commerce, Nirzwa College
of Technology, Nizwa Oman.

Dr. S. Karunanidhi
Professor & Head,
Dept. of Psychology,
University of Madras.

Prof. Joyanta Borbora
Head Dept. of Sociology,
University, Dibrugarh.

Dr. Walmik Sarwade
HOD Dept. of Commerce
Dr. Babasaheb Ambedkar Marathwada
University, Aurangabad.

Dr. Manoj Dixit
Professor and Head,
Department of Public Administration Director,
Institute of Tourism Studies,
Lucknow University, Lucknow.

Prof. P. T. Srinivasan
Professor and Head,
Dept. of Management Studies,
University of Madras, Chennai.

Dr. P. Vitthal
School of Language and Literature
Marathi Dept. Swami Ramanand
Teerth Marathwada University, Nanded.

 **EDITORIAL BOARD** 

Dr. Jagdish R. Baheti
H.O.D. S. N. J. B. College of Pharmacy,
Meminagar, A/P. Tal Chandwad, Dist. Nashik.

Dr. Sadique Razaque
Univ. Department of Psychology,
Vinoba Bhave University,
Hazaribagh, Jharkhand.

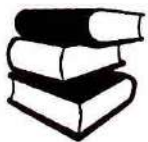
Prof. Ram Nandan Singh
Dept. of Buddhist Studies University of Jammu.

Dr. Mrs. Suhasini V. Sant
Principal, Gokhale Education Society's
Shri Bhausahab Vartak Arts, Commerce & Science
College, Borivali (West), Mumbai.

Dr. S. B. Karande
Head, Department of Economics
Gokhale Education Society's
Shri Bhausahab Vartak Arts, Commerce
& Science College, Borivali (West), Mumbai.

Dr. Sushila Yadav
Assistant Professor, Department of Sociology
Gokhale Education Society's,
Shri Bhausahab Vartak Arts, Commerce
& Science College, Borivali (West), Mumbai.

PUBLISHED BY



Ajanta Prakashan

Aurangabad. (M.S.)

PREFACE

Gokhale Education Society's Shri B. V Arts, Commerce and Science College, Borivali (W), Mumbai had organized a National Level Conference of Maharashtra Educational Administration and Management (MCEAM), Pune, in collaboration with Dr. M. S. Gosavi (MSG) Foundation, Mumbai at Namdar Gopal Krushna Gokhale High School, Borivali (West) Mumbai, on 14th and 15th February 2020. The main theme of Conference was 'Higher Education in India Developing Employability and Entrepreneurship.'

Higher Education plays a pivotal role in the overall growth and development of an individual and a Nation. Higher education in India is passing through a transition. NEP Draft (2019) has intended to introduce major structural reforms in the higher education that clearly focuses on preparing workforce for 4th Industrial revolution. It is this system that feeds the need of trained and skilled manpower as input for the engines of the industry.

The business model across the section of the economy is revolutionized through IT Revolution and Globalization of market. One of the key challenge faced by modern organizations is to create a right balance between technology, talent and human capital. The current and the future workforce must possess necessary skills and also zeal to learn new skill in order to become and to stay employable in a meaningful and stable manner throughout their career. Higher Education assumes tremendous importance in this context.

Higher Educational Institutions have to emphasize on preparing learners by focusing on 4E's i.e. Education, Employment, Employability and Entrepreneurship. In this backdrop the conference was organized.

NEP Draft (2019), Developing Employability and Entrepreneurship, Fostering Creativity and Innovation and Internationalization of Higher Education are some of the important topics that was discussed in the ensuing conference. The contributed papers highlighted the various facets of the theme 'Higher Education in India Developing Employability and Entrepreneurship.' I appreciate the painstaking efforts put in by Dr. S.B. Karande, Dr. Sushila Yadav and the team for successful organizing the conference.

I extend my sincere gratitude towards Gokhale Education Society's Chairman Prin. S. B. Pandit, Secretary, Sir Dr. M. S. Gosavi for their valuable guidance at every stage. I offer my sincere thanks to all who have contributed to the successful publication of this issue.

The issue of 'Peer Reviewed International Journal' will serve as the source of reference to the academicians, researchers industrialists, etc. I sincerely thank Ajanta Publication for bringing out this valuable issue.

Prin Dr Suhasini Sant

G E S's Shri B. V Arts, Commerce and Science College,
Borivali (W), Mumbai 91



CONTENTS



S. No.	Title & Author	Page No.
1	Future Jobs and Higher Education Dr. Suhasini V. Sant	1-6
2	Innovation in Higher Education: Issues and Challenges Dr. Paul Raj P.	7-15
3	4Es - Education, Employability, Employment and Entrepreneurship: Challenges before Higher Education Dr. Ankush L. More	16-23
4	Strategies for Developing Employability Skill in Higher Education Dr. S. B. Karande	24-30
5	Role of Higher Education in Creating Knowledge Society Dr. Sushila Yadav	30-37
6	4IR and Job Employability in India Mr. Mrunal Khobragade	38-42
7	Study of Self Finance Courses in Mumbai City Based Colleges Pankaj Dayanand Pandagale	42-47
8	Development of Education and Employability in Youth of India Mr. Suryabhan Sangale	48-55
9	Internationalizing Higher Education: Navigating Indian Trends Mr. Pravin Gadge	56-62
10	Higher Education in India and Employability Mrs. Riddhi Amit Temkar	63-68
11	Innovation and Creativity in Higher Education Mrs. Kalpana Gawde	69-73
12	The Impact of Positive Education on Student Success and Employability Ms. Ritika Tejwani	74-78
13	Language Policy and its Impact on Internationalisation and Employability in Higher Education in India Ms. Mini Rajan	79-85
14	Functions and Problems of Education in India Mr. Manoj Balkrushna Chavan	86-91



CONTENTS



S. No.	Title & Author	Page No.
15	Transformation of Higher Education Sector in India: Vision for Quality Up - Gradation Mr. Chandrakant T. Patil	92-98
16	Regulations in Higher Education Mrs. Smruti A. Salunke	99-104
17	Modern Computerized Accounting and Career Opportunities in Different Areas of Accounting Mr. Shitalkumar Shivaji Jarkoli	105-111
18	Higher Education: Employment Opportunities in the Field of Finance Mr. Nitin D. Sawant	112-118
19	Higher Education System in India - Developing Employability and Skill Development Meenakshi Lokam	119-123
20	Future Jobs and Higher Education Mr. Ramkrishna D. Shikhare	124-130
21	Future Jobs and Higher Education Manjiri Bhosle	131-134
22	Employability and Higher Education in India Sachin P. Pawar	135-140
23	Role of Entrepreneur in Economic Development Mrs. Kavita S. Dangle	141-146
24	Higher Education in India: Role of Institution for Developing Employability & Entrepreneurship Mrs. Rupal T. Sheth	147-153
25	Innovations, Changing Landscape and Future Roadmap of Higher Education: Issue and Challenges Dr. Devane Pratibha Arjunrao	154-162
26	Employability and Higher Education in India Nameeta Hitesh Agrawal	163-167

8. Development of Education and Employability in Youth of India

Mr. Suryabhan Sangale

Assistant Professor, M. S. G. College, Malegaon Camp, Dist. Nashik.

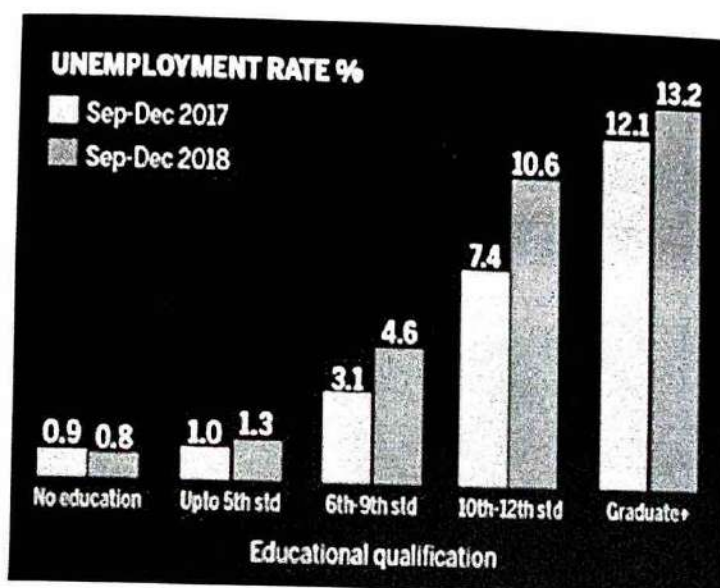
Abstract

The 21st Century continues to expand its technological horizon continuously and rapidly. Predicting the availability of future jobs and opportunities is yet considered a challenge despite having countless resources in hand. Education is considered essential in advancing and acquiring the next level of opportunities, but in this research paper we will talk about how simply educating oneself is not sufficient. The necessities of higher education, nurturing innovation and creativity in the youth of today as well as motivating them to not limit themselves to small goals will be talked about in this research article. In spite of the growing availability of job opportunities, the constantly increasing population causes the requirement criteria to be constantly up scaled making it harder for the youth with just a lower education to be employed. In order to develop one's employability, there are several factors that are needed to be considered.

Keywords: Employability, Higher Education, Entrepreneurship, Skill Development.

Introduction

In 2019 the current rate of unemployment in India stands at 3.5%. The India Skills Report by Wheebox states that there is an overall positive trend in talent supply as over 46 percent of the students surveyed are found to be employable or ready to take-up jobs in 2019 against only 33 percent in 2014. The highest rate of employable candidates are MBA pass outs with 54 percent of them being employable against 40 percent two years ago, B.Pharm., Polytechnic, B.Com and B.A graduates have also seen an improvement in their employability which has increased by over 15 percent. The following graph shows the comparison between the unemployment rate of different educational qualifications in 2017-18.



By interpreting this we can easily see the difference in the employability rate between a graduate (and higher) and an individual that has completed school. Even though these rates are decreasing year by year in India, the fact that over 18 million people are unemployed is hard to be ignored.

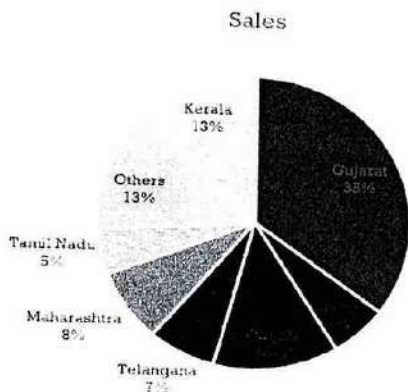
A. Globalisation of Education

Globalisation continues to have an impact on India even in the education sector. There is an increasing number of students that choose to pursue their higher education abroad and continue to work there after their education is complete. While the government continues to elaborate upon why education in India could be more beneficial than an education abroad as well as encouraging students abroad to come and study in India, United States, United Kingdom, Germany, France and Australia host more than 50% of global international students other countries are playing an increasing role. The increasing population is also adding to the rising demand of a foreign education due to several reasons such as:

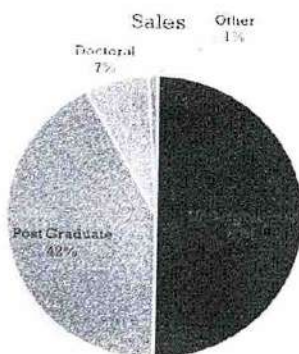
- Boosting communication skills
- Developing a better network for future business
- Teaching students how to be independent and the importance of self reliability and self-sustainability
- Providing a wider horizon of job opportunities

- Directly connecting students with advancing technologies

The highest amount of students that are applying abroad come from Gujarat followed by Kerala and Punjab:



50% of students have applied the undergraduate levels, 42% for postgraduate and 7% for doctoral level programmes, with 1% mixed.



50.3% of international students from India are aged between 21 and 25 years, with ages 17-20 comprising 17.8% and ages 26-30 years 23.1%.

B. State of Future Jobs

According to a study by the World Economic Forum, the top 10 emerging jobs for 2022 are:

1. Data Analysts , Scientists
2. AI, Machine Learning Specialists.
3. General and Operations Managers.
4. Software and Applications Developers and Analysts.

5. Sales and Marketing Professionals,
6. Big Data Specialists.
7. Digital Transformation Specialists.
8. New Technology Specialists.
9. Organizational Development Specialists.
10. Information Technology Services

The rapidly changing technological environment increases the demand for higher qualified employees thus adding to the need for higher education amongst the youth.

The government too has a big role to play in this. Through spreading the awareness about the rising demand for job opportunities in these fields, the youth will be motivated to work to the best of their capabilities and their maximum potential thus maximising their employability both in India as well as the foreign economies.

The importance of creativity and entrepreneurship is continuously increasing which can be seen in the following comparison:

Top 10 skills

in 2020

1. Complex Problem Solving
2. Critical Thinking
3. Creativity
4. People Management
5. Coordinating with Others
6. Emotional Intelligence
7. Judgment and Decision Making
8. Service Orientation
9. Negotiation
10. Cognitive Flexibility

in 2015

1. Complex Problem Solving
2. Coordinating with Others
3. People Management
4. Critical Thinking
5. Negotiation
6. Quality Control
7. Service Orientation
8. Judgment and Decision Making
9. Active Listening
10. Creativity

The need for innovation and creativity to be nurtured is at its peak and should be incorporated into students from a young age in order for them to have time to convert their ideas in their imagination to realistic plans and structured blueprints for their future operations.

C. Developing Employability and Entrepreneurship

The growth rate of Entrepreneurship in India has rapidly increased over the last decade.

This increase was as follows:

2006 to 2014 : 3.8%

2014 to 2018 :12.2%.

This was as a result of going from 70,000 new firms being created in 2014, to over 1,24,000 new firms in 2018, which is an increase of over 80%. Although, on a per-capita basis, the rates of entrepreneurship in India continues to be low . Between the 10-year period from 2006 to 2016, the mean number of new firms registered per year per 1,000 workers was 0.10. For comparison, the mean entrepreneurial intensity for the U.S. and the U.K. was 12.12 and 12.22, respectively.

The reason for the gradual increase in rate of entrepreneurship may be due to the following reasons:

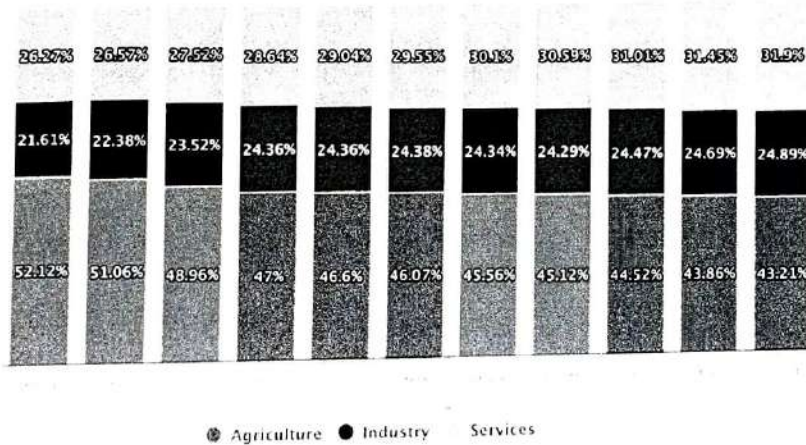
- Lack of Social mobility
- Shortage of capital
- Underdeveloped capital market
- Agrarian System
- Lack of infrastructure
- Custom barriers
- Shortage of skilled labour

Despite this, there was a rise to a new generation of successful entrepreneurs in India such as:

- Ritesh Agarwal (OYO Stays)
- Kunal Shah (Free Charge)
- Sridhar Vembhu (Zoho)
- Vijay Sharma (PayTM)

And countless others.

Currently, the following occupations constitute the majority of the working population in India in 2019-20:



We can see that despite the Industrial and Service Sector slowly rising in terms of popularity, the majority of the workforce continues to be found in the Agricultural Sector of India.

D. Purpose of Higher Education : Knowledgeable or Employable

Modern private higher education universities are focusing on making their students more employable rather than knowledgeable in recent years. In the days of cut-throat competition, corporate are preferring to choose employees that possess a wider skill set in the practical workplace rather than just theoretical knowledge. This has led to a wide spread of practical activities and on field experience being a basic requirement for being employed by the leading corporates of the world. Not only do these activities put potential employees through practical activities, they also test the problem solving and application based skills that allow the employee to prove productive in a real life work environment. This is a step away from the traditional ideology of focusing on the retention power of students and employees that didn't always prove productive or useful in real life work scenarios.

This dilemma of whether to focus on making oneself Knowledgeable or Employable is a question that potential employees must ask themselves. A balance is needed in order to maintain the best possible skill set during interviews/job applications.

Higher Education continues to dynamically change through the years aiming at maximising a student's true potential.

Conclusion

In conclusion, the coming future will bring forward a vast horizon of ideas, job opportunities and new advancements that will require a highly skilled and professional workforce increasing the demand for certain types of jobs. The utmost importance to achieve success would lay in Education and Skill Development in order to match the requirements of the future. Continuous innovations and entrepreneurship will continue to rise in the upcoming years with a heavy impact on globalisation in the different sectors of an economy such as the education sector. The government has an important role to play in the development of these ideas and laying emphasis on creativity and productivity amongst the youth.

Suggestions

The youth should try to focus on incorporating their creativity into productive areas such as innovation of new ideas, business concepts and finding the best work areas that will continue to increase in demand in the coming future. The government should continue to encourage entrepreneurship amongst the youth in order to maximise their Human Resource capabilities. The constantly changing business and technological environment encourages the youth to attain a dynamic skill set which advances with time. As has been India's way, we have continued to export students for higher education, where as the focus should be to import foreign students by working on increasing the number of World Class Higher Education institutes that are recognised at a global level in order to make Indian Education an entity that is renowned internationally.

References

- <https://dreamapply.com/trends-for-indian-students-studying-abroad/> : Foreign students data
- <https://auxilo.com/blog/2018/04/27/top-20-reasons-why-pursuing-a-foreign-education-is-good-for-you/>
- <https://edtechreview.in/news/2730-globalization-in-education>
- <https://www.statista.com/statistics/271320/distribution-of-the-workforce-across-economic-sectors-in-india/>
- <https://financepitch.com/causes-of-slow-growth-of-indian-entrepreneurship/>

- <https://www.weforum.org/agenda/2018/03/make-higher-education-skills-relevant-for-students/>
- <https://www.businesstoday.in/current/corporate/indian-engineers-tech-jobs-survey-80-per-cent-of-indian-engineers-not-fit-for-jobs-says-survey/story/330869.html>
- <https://m.economictimes.com/jobs/indias-employability-rises-to-47-engineers-most-employable/articleshow/66754055.cms>
- <http://www.forbesindia.com/article/spjimr/entrepreneurship-in-india-then-and-now/46701/1>
- <https://tradingeconomics.com/india/unemployment-rate>
- <http://www.uniindia.com/news/business-economy/nurturing-innovation-creativity-in-knowledge-economy-essential-for-enhancing-ipr-ecosystem-goyal/1730752.html>