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## **A Study of perceived employability of Bachelor of Education students as per teacher education NEP 2020 criteria**

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***Abstract:** This study investigates the perceptions of university students regarding the impact of their courses on their employability. Through a thorough analysis of survey responses, several key findings emerge. Firstly, a significant proportion of students, believe that their course can lead to increased job opportunities, indicating confidence in the relevance of their education to the job market. Secondly, a notable percentage of students, feel that their course has aided them in identifying their ultimate career goals, highlighting the role of education in guiding career aspirations. Additionally, many students, perceive that they have acquired beneficial post-graduation techniques during their course. Moreover, a significant portion of students, express confidence in their campus interview prospects, suggesting a sense of preparedness for the job market. Finally, a majority of students, believe that their course has contributed to their self-confidence, underscoring the broader personal development aspect of education. These findings shed light on the multifaceted perceptions of students regarding their course's impact on their employability, with implications for educational practices and policies aimed at enhancing student outcomes in the workforce*

***Keywords:**Employability,Perceived employability Teacher education,self-confidence, Students perspective,job opportunities andNEP 2020.*

### **Introduction:**

Perceived employability refers to an individual's perception of their ability to obtain and maintain employment. It's influenced by a combination of factors including education, skills, experience, network, and self-confidence. Individuals with a high perceived employability are more likely to actively seek job opportunities, adapt to changes in the labor market, and feel



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confident in their ability to secure employment even in competitive environments. Enhancing perceived employability often involves continuous learning, skill development, networking, and maintaining a positive attitude toward career advancement.

Education plays a vital role in the development of the necessary skills among the graduates that are needed in the workplace to increase the quality of education. Students need to be abreast with the latest and innovative skills to develop to meet the requirements and demands of employers, because of increase in the competitiveness in our society and globally,

Due to the rapid change and development of new technologies in the education field and the teacher's role becoming complex to keep pace with the knowledge and skills demanded by employers with a forecast of increasing unemployment, universities must equip their students with appropriate knowledge, skills, and aptitudes to be more competitive in a shrinking the market. Not only are schools and colleges responsible for the skills acquired by students but also have a responsibility to prepare them for a changing world by improving their knowledge and skills to meet the demands of employers and the realities of the workplace. Graduates are facing the challenges in acquiring better employment opportunities right after their graduation. Not only academic qualifications are essential, but also the aptitudes and attitudes of job seekers are equally important to employers.

It is a big challenge for students to enhance their abilities and skills to seek better job opportunities. The very competitive job market led the researcher to look into the employability skills of teacher education graduates. It aims to determine the level of employability skills of the students, and if there are any significant differences in the level of skills of the respondents in terms of Perceived employability skills.

### **Components of Perceived Employability:**

Several key components typically influence perceived employability:

**Education and Training:** This includes formal education, vocational training, and any certifications or qualifications relevant to the desired field or industry. Continuous learning and staying updated with industry trends contribute to perceived employability.



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**Skills and Competencies:** This encompasses both technical skills (such as programming, data analysis, or graphic design) and soft skills (such as communication, teamwork, and problem-solving). The ability to demonstrate a diverse skill set that aligns with the requirements of the job market enhances perceived employability.

**Work Experience:** Relevant work experience, internships, and practical exposure in the field are essential components of perceived employability. Employers often value candidates who have demonstrated their abilities in real-world settings.

**Networking and Social Capital:** Building and maintaining professional relationships through networking events, industry conferences, and online platforms can significantly enhance perceived employability. A strong network can provide access to job opportunities, mentorship, and valuable insights into the labor market.

**Adaptability and Flexibility:** Being adaptable to changing work environments, industries, and job roles is crucial for perceived employability. Individuals who can quickly learn new skills, pivot when necessary, and embrace change are highly sought after by employers.

**Self-Confidence and Resilience:** Believing in one's abilities, maintaining a positive attitude, and being resilient in the face of setbacks are important aspects of perceived employability. Confidence in one's skills and the ability to bounce back from challenges contribute to a strong professional image.

**Career Management and Planning:** Proactively managing one's career, setting goals, and developing a strategic plan for advancement are vital for perceived employability. This involves self-assessment, identifying strengths and weaknesses, and taking deliberate steps towards career progression.

**Personal Branding:** Building a strong personal brand through online presence, professional profiles, and consistent messaging can positively impact perceived employability. A well-defined personal brand communicates expertise, credibility, and value to potential employers.

By focusing on these components and continuously investing in personal and professional development, individuals can enhance their perceived employability and increase their chances of success in the job market



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## **NEP 2020 and Perceived Employability:**

The National Education Policy (NEP) 2020 introduced by the Government of India aims to transform the education system to meet the evolving needs of the 21st century. While the NEP covers various aspects of education reform, it also has implications for perceived employability. Here's how the NEP 2020 intersects with perceived employability:

**Emphasis on Holistic and Multidisciplinary Education:** The NEP 2020 advocates for a shift towards a multidisciplinary approach to education, encouraging students to explore a diverse range of subjects and develop a broad skill set. This approach enhances perceived employability by equipping students with versatile skills that are applicable across different industries and job roles.

**Focus on Skill Development:** The NEP 2020 emphasizes the importance of skill development alongside academic learning. It promotes the integration of vocational education, practical training, and internships into the curriculum to ensure that students acquire both theoretical knowledge and practical skills relevant to the job market. This emphasis on skill development enhances perceived employability by making graduates more job-ready and adaptable to the demands of the workforce.

**Promotion of Experiential Learning:** The NEP 2020 encourages experiential learning opportunities such as internships, apprenticeships, and project-based learning. These hands-on experiences not only provide students with valuable practical skills but also help them build professional networks and gain insights into the realities of the workplace. Experiential learning enhances perceived employability by giving students a competitive edge in the job market and increasing their confidence in their abilities.

**Flexible Curriculum and Choice-based Credit System:** The NEP 2020 promotes flexibility in the curriculum and the adoption of a choice-based credit system, allowing students to customize their learning paths based on their interests, aptitudes, and career goals. This flexibility enables students to pursue interdisciplinary studies, acquire specialized skills, and tailor their education to meet the demands of specific industries or professions. A flexible curriculum enhances perceived employability by empowering students to develop expertise in areas that align with their career aspirations.



**Integration of Technology and Innovation:** The NEP 2020 emphasizes the integration of technology and innovation in education, aiming to equip students with digital literacy, computational thinking, and problem-solving skills. This focus on technology prepares students for the digital workplace and enhances their perceived employability in industries driven by technological advancements such as information technology, data science, and artificial intelligence.

Overall, the NEP 2020 aligns to enhance perceived employability by emphasizing holistic education, skill development, experiential learning, flexibility, and innovation. By implementing the provisions of the NEP 2020 effectively, India can better prepare its students for the challenges and opportunities of the 21st-century workforce.

**Review of related literature:**

Employability is described by Rothwell, Herbert, and Rothwell (2008) as an individual's subjective perception of their ability to obtain long-term employment based on their qualifications and self-perceived personal abilities. Employability, according to Yorke and Knight (2004), is composed of four primary interconnected constructs: comprehension, skills, efficacy beliefs, and meta-cognition. The greatest method to help students succeed in their careers is to link curriculum development with labor market needs, giving not just academic but also meaningful practical experience to satisfy future employer expectations. It's critical to dig deeper into undergraduates' perceptions of their employability to secure student employability.

**Objectives of the Study:**

1. To identify the perceived employability of Bachelor of Education students as per teacher education NEP2020 criteria

**Research Questions:**

1. I think that the course that I pursue now can get me more job opportunities.
2. This Course has helped me to identify my ultimate career goals.
3. I learned several useful techniques in my course, which will help me even after graduation.
4. I feel that the course I study is economically worthy.
5. I am confident that I will be selected for the campus interview.
6. This course has helped me to develop more self-confidence.



7. I have made records of achievement needed for my further professional development.
8. I feel left alone, without any career guidance.
9. I have learned all the key skills needed to take up a job.
10. I do not know how to get a job.
11. I am bold enough to face unemployment.
12. I think I can market my skills and capabilities.
13. I have a better chance of employment.
14. I am more doubtful about job opportunities shortly.
15. My course has helped me to take responsibility for my job, my actions, and myself.
16. I am still confused about what I want to do.
17. I feel insecure if somebody talks about a job or facts related to that.
18. This course has given me an enhanced capacity to get employment.
19. I am happy that I have selected a course that will give me a good chance of getting a good job.
20. I lack the techniques and skills which I require to get a job.
21. This course has prepared me for better job opportunities.
22. The course that I study makes me more flexible and adaptable to secure an alternative job.
23. I think vocational guidance could help me to get a good job.
24. This course has taught me skills and competencies to survive in a work situation.
25. I think I won't have any unemployment problems in my life because of my excellent qualifications.
26. In general I am satisfied with my course.

**Population:**

In this study, all the students doing BED in the year 2023-24 in Pune City have been taken as the population. The sample of its population is 1.61% was taken in the present study.

**Sample:**

A total of 106 students doing BED in the year 2023-24 in Pune City have been selected randomly.

**Research methodology:**

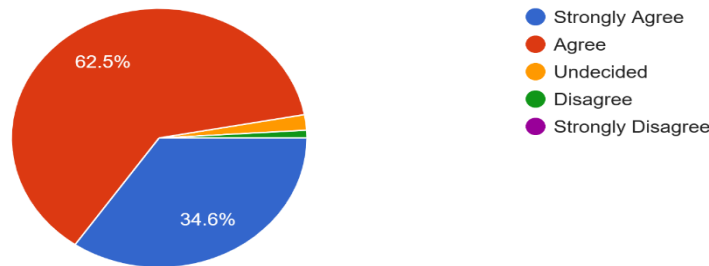
This is a purposive survey research where a questionnaire is used to collect data and bar diagrams are used for the analysis of data.

**Delimitation of Study:**

- This research study includes only BED college students.
- This research study was conducted only in Pune city BED students.

**Analysis:**

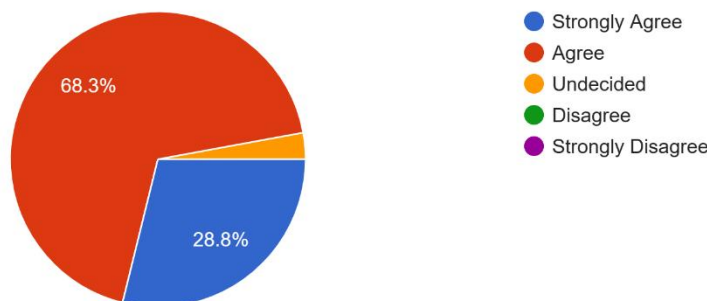
1. I think that the course that I pursue now can get me more job opportunities.



It was found that 34% of students strongly agreed when we asked that the course that they pursued could get them more job opportunities and 62.5% of students agreed.

2. This Course has helped me to identify my ultimate career goals.

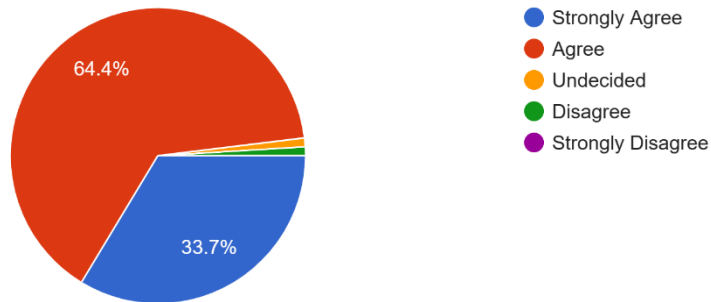
104 responses



About 28.8% of students strongly agreed that the course has helped them to identify their ultimate career goals, whereas 68.3% of students agreed.

3. I had learned a number of useful techniques in my course, which will help me even after graduation.

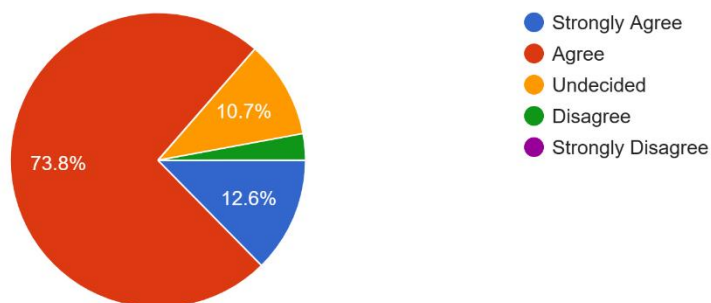
104 responses



It is observed that 33.7% of students strongly agreed that they have learned a number of useful techniques in their course, which will help them even after graduation whereas 64.4% of students agreed.

4. I feel that the course i study is economically worthy.

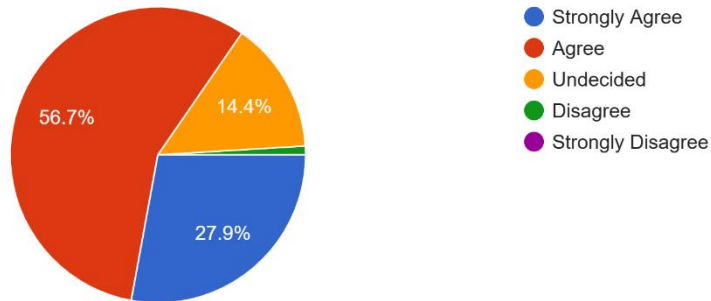
103 responses



It was found that 12.6 % of students strongly agreed when we asked that the course that they feel that the course they study is economically worthy and 73.8% of students agreed.

5. I am confident that i will be selected in the campus interview.

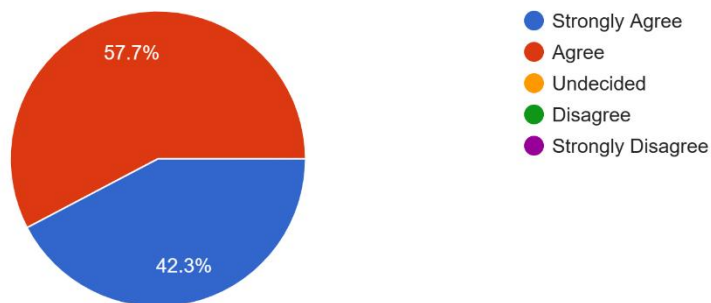
104 responses



From the above it was found that 27.9 % of students strongly agreed when asked that they are confident that they will be selected in the campus interview and 56.7% of students agreed.

6. This course has helped me to develop more self-confidence.

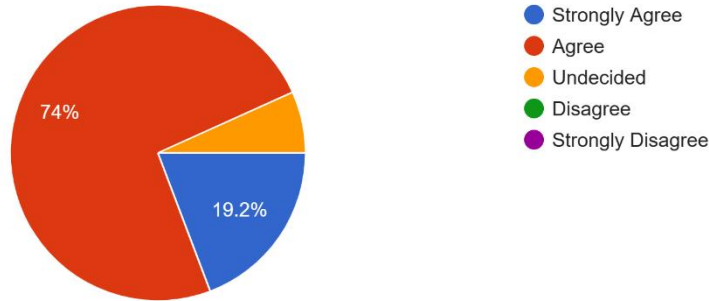
104 responses



It is observed that 42.3% of students strongly agreed that their course has helped them to develop more self-confidence and 57.7 % of students agreed.

7. I have made records of achievement needed for my further professional development.

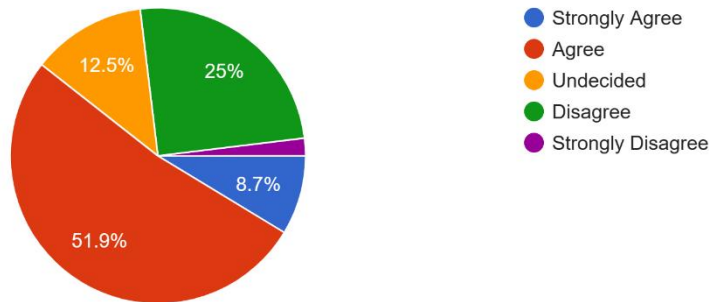
104 responses



It is observed that 19.2% of students strongly agreed that they have made records of achievement needed for their further professional development and 74 % of students agreed.

8. I feel left alone, without any career guidance.

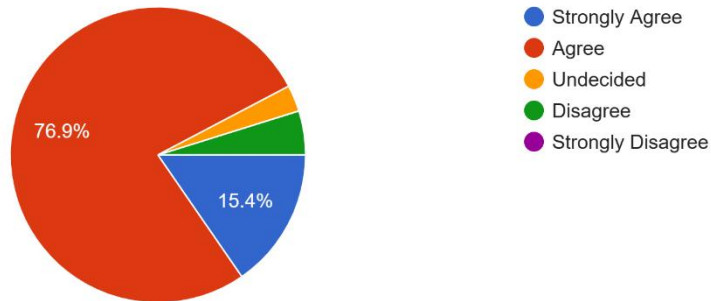
104 responses



From the above, it was observed that 8.7 % of students strongly agreed that they feel left alone, without any career guidance and 51.9% of students agreed.

9. I have learnt all the key skills needed to take up a job.

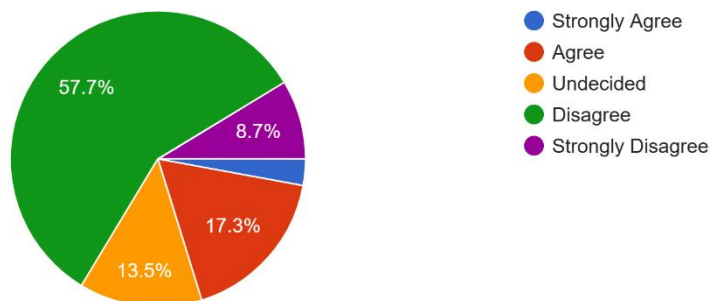
104 responses



It was observed that 15.4 % of students strongly agreed that they have learned all the key skills needed to take up a job and 76.9% of students agreed.

10. I do not know how to get a job.

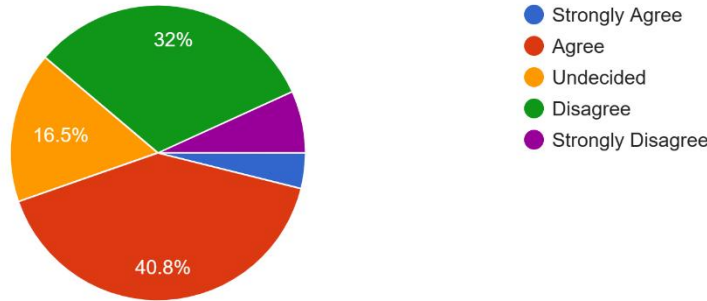
104 responses



It was observed that 17.3 % of students agreed that they do not know how to get a job and 57.7 % students have disagreed.

11. I am bold enough to face unemployment.

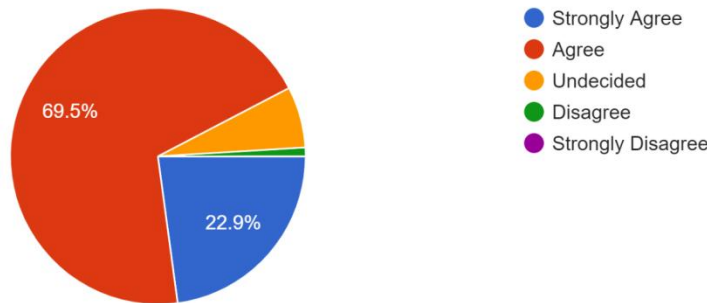
103 responses



It was observed that 40.8 % students were agreed that they are bold enough to face unemployment and 32% of students disagreed.

12. I think I have the ability to market my skills and capabilities.

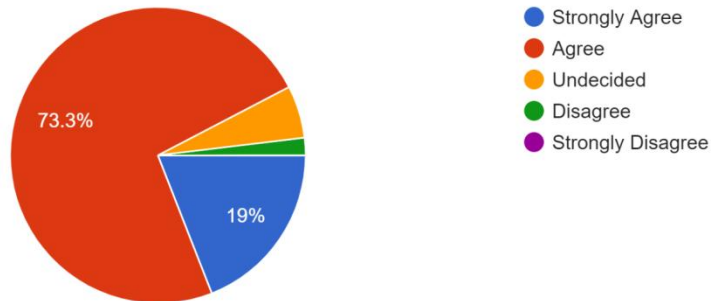
105 responses



About 22.9% of students strongly agreed that they think they have the ability to market their skills and capabilities whereas 69.5% of students agreed.

13. I have better chance of employment.

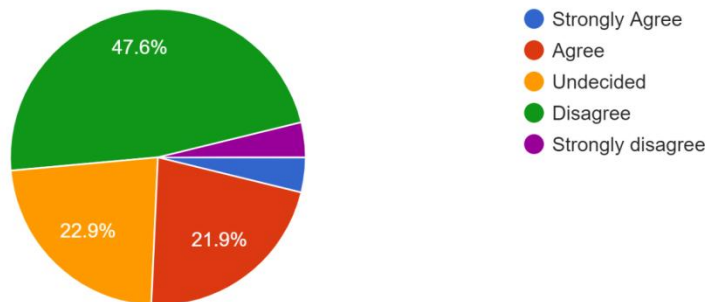
105 responses



About 19% of students strongly agreed that they have a better chance of employment ,whereas 73.3% of students agreed.

14. I am more doubtful about job opportunities in the near future.

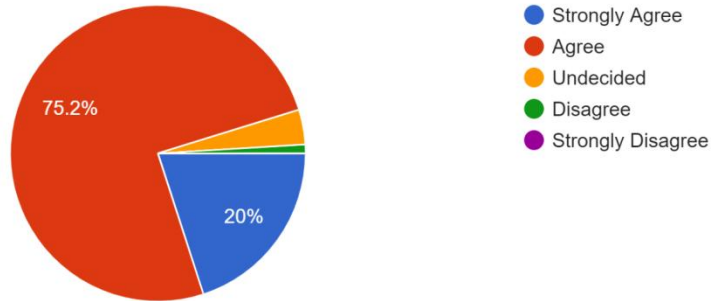
105 responses



It was observedthat 21.9 % of students agreed that they are more doubtful about job opportunities shortlyand 47.6% of students disagreed.

15. My course has helped me to take responsibility for my job, my actions and myself.

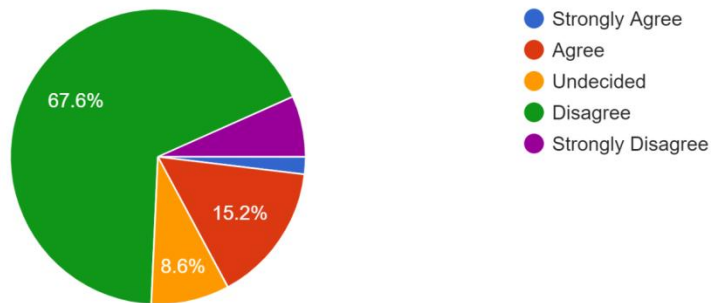
105 responses



It was observed that 20 % of students strongly agreed that their course has helped them to take responsibility for their jobs, their actions, and themselves, and 75.2 % of students agreed.

16. I am still confused about what i want to do.

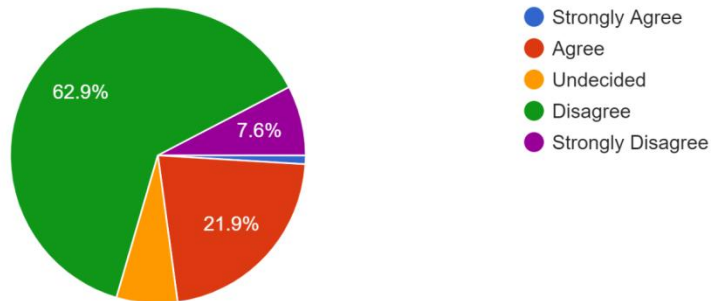
105 responses



It was observed that 15.2% of students agreed that they are still confused about what they want to do and 67.6 % of students are disagreed.

17. I feel insecure if somebody talks about job or facts related to that.

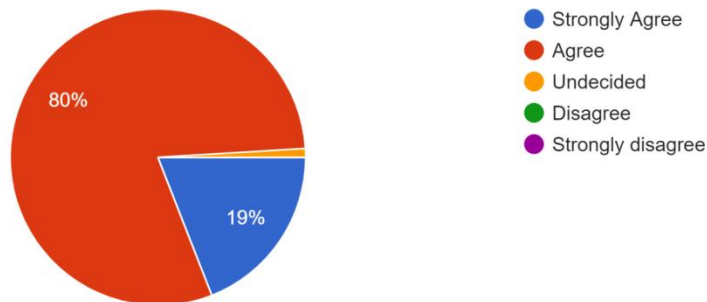
105 responses



It was observed that 7.6% of students strongly agreed that they feel insecure if somebody talks about jobs or facts related to that and 21.9% of students are agreed.

18. This course has given me enhanced capacity to get employment.

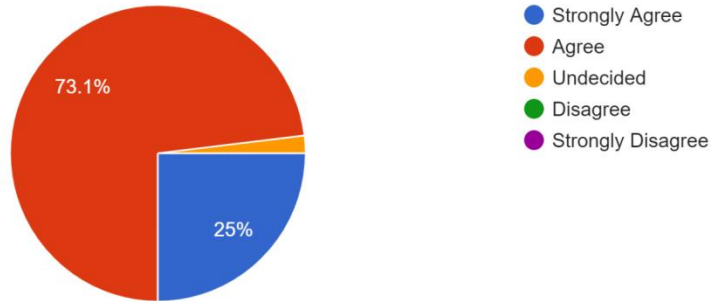
105 responses



About 19% of students strongly agreed that this course has given them enhanced capacity to get employment, whereas 80% of students agreed.

19. I am happy that i have selected a course that i will give me a good chance for getting a good job.

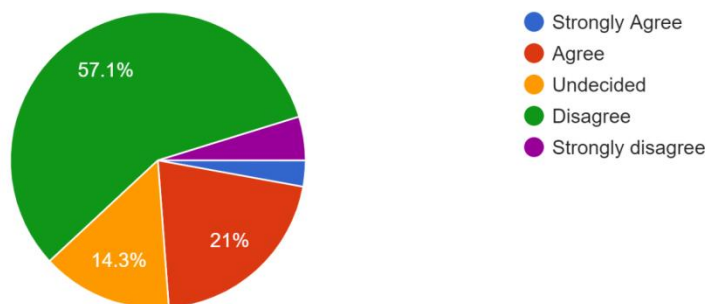
104 responses



About 25% of students strongly agreed that they are happy that they have selected a course that will give them a good chance of getting a good job, whereas 73.1% of students agreed.

20. I lack the techniques and skills which i require to get a job.

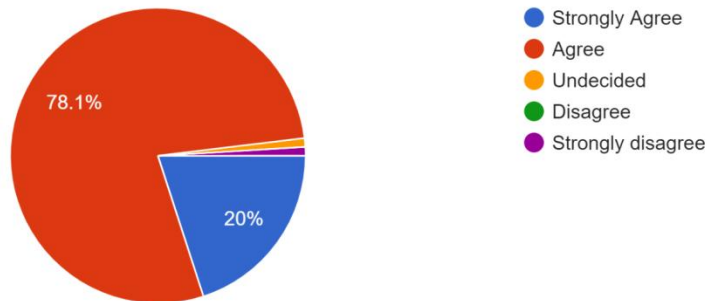
105 responses



About 21% of students agreed that they lack the techniques and skills which they require to get a job, whereas 57.1% of students are disagreed.

21. This course has prepared me for better job opportunities.

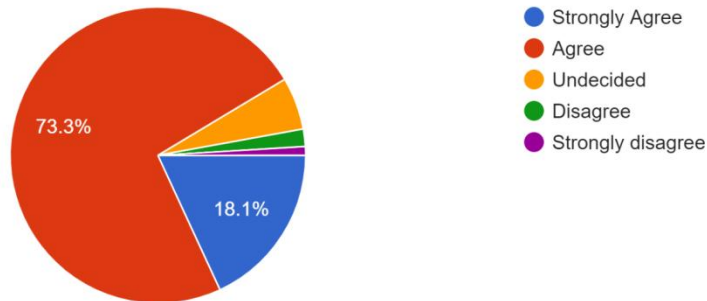
105 responses



About 20% of students strongly agreed that this course has prepared them for better job opportunities, whereas 78.1% of students agreed.

22. The course that i study makes me more flexible and adaptable to secure an alternative job.

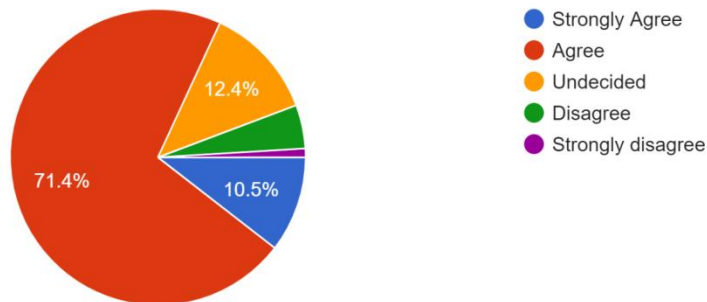
105 responses



About 18.1% of students strongly agreed that this course they are studying makes them more flexible and adaptable to secure an alternative job, whereas 73.3% of students agreed.

23. I think vocational guidance could help me to get a good job.

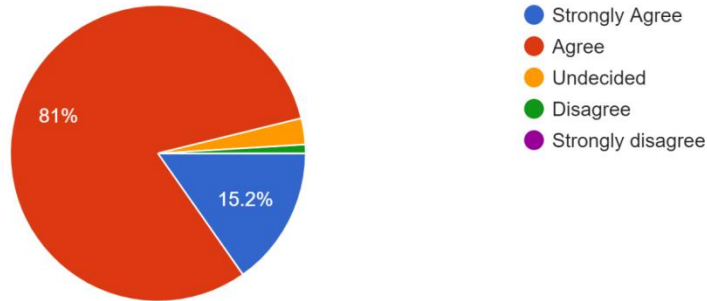
105 responses



About 10.5% of students strongly agreed that they think vocational guidance could help them to get a good job, whereas 71.4% of students agreed.

24. This course has taught me skills and competencies to survive in a work situation.

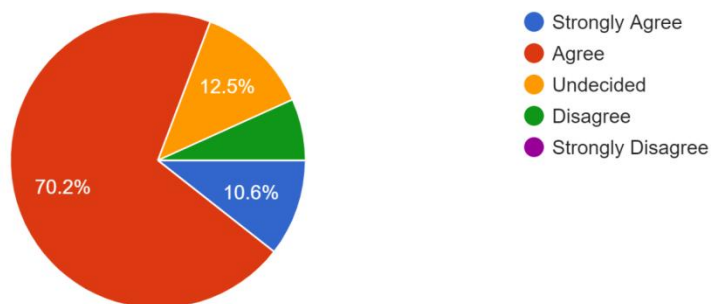
105 responses



About 15.2% of students strongly agreed that this course has taught them skills and competencies to survive in a work situation, whereas 81% of students agreed.

25. I think I won't have any unemployment problems in my life because of my excellent qualification.

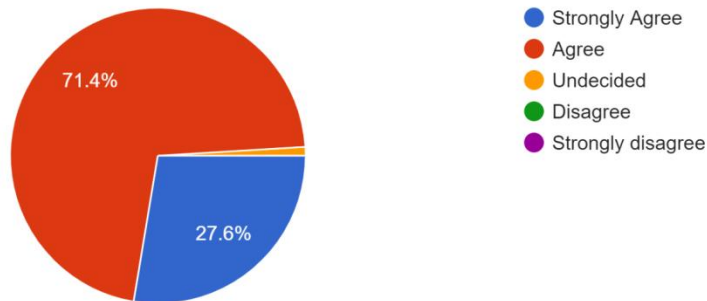
104 responses



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26. In general I am satisfied with my course.

105 responses



About 27.6% of students strongly agreed that in general they are satisfied with their course, whereas 71.4% of students agreed.

### Findings:

1. It was found that 34% of students strongly agreed when we asked that the course that they pursued could get them more job opportunities and 62.5% of students agreed.
2. About 28.8% of students strongly agreed that the course has helped them to identify their ultimate career goals, whereas 68.3% of students agreed.
3. It is observed that 33.7% of students strongly agreed that they have learned a number of useful techniques in their course, which will help them even after graduation whereas 64.4% of students agreed.
4. It was found that 12.6 % of students strongly agreed when we asked that the course that they feel that the course they study is economically worthy and 73.8% of students agreed.
5. It was found that 27.9 % of students strongly agreed when asked that they are confident that they will be selected in the campus interview and 56.7% of students agreed.
6. It is observed that 42.3% of students strongly agreed that their course has helped them to develop more self-confidence and 57.7 % of students agreed.

7. It is observed that 19.2% of students strongly agreed that they have made records of achievement needed for their further professional development and 74 % of students agreed.
8. It was observed that 8.7 % of students strongly agreed that they feel left alone, without any career guidance and 51.9% of students agreed.
9. It was observed that 15.4 % of students strongly agreed that they has learned all the key skills needed to take up a job and 76.9% of students agreed.
10. It was observed that 17.3 % of students agreed that they do not know how to get a job and 57.7 % of students disagreed.
11. It was observed that 40.8 % students were agreed that they are bold enough to face unemployment and 32% of students disagreed.
12. It was observed that about 22.9% of students strongly agreed that they think they have the ability to market their skills and capabilities whereas 69.5% pf students agreed.
13. It was observed that about 19% of students strongly agreed that they have a better chance of employment, whereas 73.3% of students agreed.
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18. It was observed that about 19% of students strongly agreed that this course has given them the enhanced capacity to get employment, whereas 80%of students agreed.
19. It was observed that about 25% of students strongly agreed that they are happy that they have selected a course that will give them a good chance of getting a good job, whereas 73.1% of students agreed.

20. It was observed that about 21% of students agreed that they lack the techniques and skills that they require to get a job, whereas 57.1% of students disagreed.
21. About 20% of students strongly agreed that this course has prepared them for better job opportunities, whereas 78.1% of students agreed.
22. About 18.1% of students strongly agreed that this course they are studying makes them more flexible and adaptable to secure an alternative job, whereas 73.3% of students agreed.
23. About 10.5% of students strongly agreed that they think vocational guidance could help them to get a good job, whereas 71.4% of students agreed.
24. About 15.2% of students strongly agreed that this course has taught them skills and competencies to survive in a work situation, whereas 81% of students agreed.
25. About 10.6% of students strongly agreed that they think they won't have any unemployment problems in their life because of their excellent qualifications, whereas 70.2% of students agreed.
26. About 27.6% of students strongly agreed that in general they are satisfied with their course, whereas 71.4% of students agreed.

### **Conclusion:**

By this study, we can conclude that A significant portion of students (34% strongly agreed, 62.5% agreed) believe that their course can lead to more job opportunities.

A notable proportion of students (28.8% strongly agreed, 68.3% agreed) feel that their course has helped them identify their ultimate career goals. Many students (33.7% strongly agreed, 64.4% agreed) believe they have acquired techniques in their course that will be beneficial post-graduation. While only a small percentage (12.6% strongly agreed), a considerable majority (73.8%) still agreed that their course is economically worthy.

A significant portion of students (27.9% strongly agreed, 56.7% agreed) feel confident about their prospects in campus interviews. A majority of students (42.3% strongly agreed, 57.7% agreed) believe their course has helped them develop more self-confidence.



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### **Educational Implications:**

The study reveals students' confidence in course relevance to the job market, clarity in career goals, and acquisition of post-graduation skills. It highlights preparedness for interviews and personal development benefits. Educational practices should align curricula with industry needs, provide career guidance, and integrate practical skills for enhanced employability and holistic development.

### **Suggestions for Further research:**

1. A Comparative study of perceived employability and career outcomes among college students from different academic disciplines.
2. An investigation of socioeconomic background, cultural identity, and demographic factors that influence college students perceived employability.
3. Explore cross-cultural differences in perceived employability to understand how cultural factors influence students' attitudes towards work, career aspirations, and readiness for employment.
4. A longitudinal study can be Conducted to track students' perceptions of employability over time. This would provide insights into how perceptions change as students progress through their education and enter the workforce.
5. Compare the perceived employability of students across different disciplines or educational institutions. This could reveal differences in how various factors such as curriculum design, teaching methods, or institutional support influence perceptions of employability.

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