



Constraints Faced by the Postgraduate Scholars in Achieving Employment

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ABSTRACT: A person's employability goes beyond his or her academic and vocational skills. Among the factors that make people employable are their knowledge and skills relating to a particular job, their ability to identify suitable job openings, their self-presentation on resumes and in interviews, and external factors such as the job market and their own personal circumstances. In this competitive technology-driven world, agricultural graduates and postgraduates should be equipped with marketable skills and professional abilities. The study was carried out by selecting a random sample of 180 postgraduate scholars studying in first and second-year M.Sc. (Agri.) at Agriculture Universities in Rajasthan. The study indicated that "Lack of expected level of realization to develop employability among the scholars by the teachers", "Less number of computers and internet facilities in the campus" and "Higher agricultural education is more theoretical and less practical oriented" were regarded as the most significant constraints to achieving more employment in this study area by postgraduate scholars.

Keywords: Agriculture, Constraints, Employment, Postgraduate scholar.

INTRODUCTION

Employability can be viewed as a multifaceted concept that considers not only an individual's knowledge, skills, and attitudes but also external factors such as the labor market and employment policies. To understand employability more comprehensively, it is important to examine it from different angles, including individual factors, personal circumstances, and external factors. Individual factors encompass a range of attributes such as employability skills, attitudes, demographics, health, job-seeking behaviors, compatibility, and job mobility. Personal circumstances involve socio-economic factors related to an individual's social and family circumstances, such as their social network and access to capital. External factors refer to factors that affect an individual's employability, such as the labor market and macroeconomic factors. Although higher education is seen as a means of improving future employment opportunities, a degree alone no longer guarantees employment. Companies expect graduates to possess

additional qualities and competencies that enable them to transition seamlessly from higher education to the workplace. Employers prefer to recruit new graduates who can hit the ground running and keep up with the latest developments in a rapidly changing work environment. Therefore, it is essential to identify the effective attributes that make graduates employable in this new dimension. Agricultural graduates have significant potential to become entrepreneurs and generate employment through the establishment of dairy, poultry, fishery, food processing, and value addition, floriculture, greenhouse, and poly house enterprises. However, only a few students aspire to become entrepreneurs, despite the increasing demand for higher education. Unemployment among university graduates is a significant challenge, particularly in the agricultural and natural resources sectors, where over 28 percent of graduates need to find employment (Shaik and Khandave 2020).

METHODOLOGY

An Ex-post-facto research design was used in the present study. The present study was conducted in Rajasthan which literally means “Land of kings”. In Rajasthan agriculture institution was started in the year of independence, July 1947. At present Rajasthan state comprises of five Agricultural Universities, out of which three Agricultural Universities namely Swami Keshwanad Rajasthan Agriculture University, Bikaner, Maharana Pratap University of Agriculture and Technology, Udaipur & Sri Karan Narendra Agriculture University, Jobner were selected on the basis of post graduate programmes (M.Sc. in Agriculture) are running for more than 20 years in various disciplines. From the list so prepared, 60 post

graduate scholars were selected from each identified college with the help of random selection technique. Thus, a total of 180 post graduate students were included in the sample of study.

RESULTS AND DISCUSSION

According to the Cambridge dictionary constraints means “something that controls what you with in particular limits.” In this context, a suitable scale was developed to measure the constraints faced by the postgraduate scholars in achieving employment. For each constraint, mean per cent score was calculated and ranked accordingly. The results have been presented in Table 1.

Table 1: Constraints faced in achieving employment by postgraduate scholars n=180.

Sr. No.	Constraints	MPUAT Udaipur		SKNAU Jobner		SKRAU Bikaner		Total	
		MPS	Rank	MPS	Rank	MPS	Rank	MPS	Rank
1.	Lack of desirable employability generating aptitude among teachers involved in higher agricultural education	85.00	14	84.44	17	84.44	16	84.61	16
2.	Higher agricultural education more theoretical and less practical oriented	97.77	3	98.11	1	90.00	9	95.29	3
3.	Lack of expected level of realization to develop employability among the scholars by the teachers	98.00	2	97.77	3	95.55	3	97.10	1
4.	Lack of expected level of well qualified teaching staff with expected teaching skills	93.33	7	93.88	7	93.33	6	93.51	6
5.	Inadequate language competency in English among the scholars	91.66	9	92.22	9	92.22	7	92.03	8
6.	Improper orientation from academic institutions about the job opportunities	86.66	13	86.66	14	87.22	13	86.83	13
7.	Frequent change in the need to bridge the recent emerging avenues in agricultural research creates a problem	90.00	11	85.55	16	83.33	17	86.28	14
8.	Education system does not provide platform to build necessary confidence among the scholars to face the job competition	91.00	10	86.11	15	87.00	14	88.03	12
9.	Lack of interest among the scholars to develop the employability skills	82.22	15	87.77	13	77.22	20	82.39	18
10.	Poor level of realization to have self-motivation among the scholars to develop their employability skills	71.11	19	76.66	20	88.33	11	78.67	20
11.	Deterioration in quality of the agricultural education	80.55	17	88.33	12	80.55	19	83.14	17
12.	Lack of proper funding to the agricultural institutions to provide better facilitated education to generate employable scholars	70.55	20	78.33	19	98.00	1	82.28	19
13.	Course curriculum not meeting the diversified needs of the prevailing agricultural situation	96.00	5	97.33	4	89.44	10	94.25	4
14.	Lack of needed updated competency in using IT and related components by the scholars	81.66	16	89.44	10	95.00	4	88.69	10
15.	Improper learning situation provided to the students	92.22	8	92.77	8	91.66	8	92.18	7
16.	Improper guidance of students by the advisor that result in lack of interest among the students	76.66	18	84.00	18	97.22	2	85.93	15
17.	Courses are not completed within semesters	97.00	4	98.00	2	86.22	15	93.73	5
18.	Lack of medical facilities in the college/universities campus	88.33	12	88.88	11	88.00	12	88.39	11
19.	Inadequate hostel facilities for the students	95.00	6	96.11	6	82.77	18	91.28	9
20.	Less number of computers and internet facilities in the campus	98.55	1	97.00	5	94.44	5	96.84	2

MPS = Mean Percent Score

A perusal of data in Table 1 shows that “Lack of expected level of realization to develop employability among the scholars by the teachers” (97.10 MPS) was perceived as most important constraint by the postgraduate scholars and ranked first. The next important constraints reported by the postgraduate scholars were “Less number of computers and internet facilities in the campus” and “Higher agricultural education is more theoretical and less practical oriented” with the extent of 96.84 and 95.29 MPS and which were ranked second and third, respectively by the respondents.

It is evident from the table that “Course curriculum not meeting the diversified needs of the prevailing agricultural situation”, “Courses are not completed within semesters”, “Lack of expected level of well qualified teaching staff with expected teaching skills”, “Improper learning situation provided to the students”, “Inadequate language competency in English among the scholars”, “Inadequate hostel facilities for the students”, “Lack of needed updated competency in using IT and related components by the scholars” with 94.25, 93.73, 93.51, 92.18, 92.03, 91.28 and 88.69 MPS, respectively.

The other notable constraints as realized by the respondents for achieving employability were “Lack of medical facilities in the college/universities campus”, “Education system does not provide platform to build necessary confidence among the scholars to face the job competition”, “Improper orientation from academic institutions about the job opportunities”, “Frequent change in the need to bridge the recent emerging avenues in agricultural research creates a problem”, “Improper guidance of students by the advisor that result in lack of interest among the students” and “Lack of desirable employability generating aptitude among teachers involved in higher agricultural education” with the extent of 88.39, 88.03, 86.83, 86.28, 85.93, and 84.61 MPS, respectively.

Further analysis of table also reveals that “Deterioration in quality of the agricultural education”, “Lack of interest among the scholars to develop the employability skills”, “Lack of proper funding to the agricultural institutions to provide better facilitated education to generate employable scholars” and “Poor level of realization to have self-motivation among the scholars to develop their employability skills” were also realized as important constraints by the postgraduate scholars in the employability with the level of 83.14, 82.39, 82.28 and 78.17 MPS, respectively.

Further analysis of table reveals that the extent of constraints faced by the postgraduate scholars of MPUAT, Udaipur was from 70.55 to 98.55 per cent, in case of postgraduate scholars of SKNAU, Jobner the extent of constraints was from 76.66 to 98.11 MPS. Whereas, the extent of constraints perceived by respondents of SKRAU, Bikaner was noted to be from

72.22 to 98.00 per cent in all the constraints about the achieving employability.

Similar findings have been reported by Perera and Perera (2009) who found that that inadequate English language competency becomes an obstacle against employability of the graduates and also similar with the findings of Sasidharan and Chauhan (2015); Omede *et al.* (2019); Mani *et al.* (2019).

CONCLUSIONS

The present study was examining constraints faced by the postgraduate scholars in achieving employment. It was found that “Lack of expected level of realization to develop employability among the scholars by the teachers” (97.10 MPS) was perceived as most important constraint by the postgraduate scholars and ranked first. The next important constraints reported by the postgraduate scholars were “Less number of computers and internet facilities in the campus” and “Higher agricultural education is more theoretical and less practical oriented” with the extent of 96.84 and 95.29 MPS and which were ranked second and third, respectively. Thus, it can be concluded that the reason for facing problems with might be due to the majority of the postgraduate scholars not having the high knowledge and skills about computer and ICT tools. The experts are not available in the colleges for training to the students. It was also realized that on campus interviews are not conducted by any employability agencies.

FUTURE SCOPE

The study was also aimed to determine the constraints as perceived by the postgraduate scholars in achieving employment which would serve great value for the agricultural institutes, universities and other organizations. The result will be helpful to the academicians, scholars, employers, policy makers and all those who are involved in improving the standards of agricultural education in India and providing to the world professional sound and competitive agriculture researchers and graduates.

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Conflict of Interest. None.

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