CHAPTER III
STATEMENT OF PROBLEM AND HYPOTHESES

3.1. STATEMENT OF PROBLEM

The term “Employability Skills” was defined as “employees’ abilities, interests and personality as sought by different employers throughout one’s career.” It is also defined as “a set of achievements, understanding and personal attributes that make individuals more likely to gain employment and to be successful in their chosen occupations” (Peter Kings and Mantz Yorke (HEFCE DFES ESECT group).

Though the issues related to the need for Employability Skills of M.B.A. graduates is widely discussed both in undeveloped and developing countries, yet only few studies have been carried out in India with reference to the factors of Employability Skills.

Keeping with the importance of the concept of Employability Skills, the present study is proposed to identify,

1. Underlying factors of Employability Skills of students of M.B.A.
2. Personal variables of students of M.B.A.

Again, both these variables are related to each other in the study when the samples were randomly selected in five different colleges in the city of Chennai.

3.2. HYPOTHESES OF THE STUDY

The null hypothesis is a useful tool in testing the significance of mean difference between the comparison groups. The hypothesis asserts that there is no true difference between two population means and the difference formed between the sample means, therefore accidental and unimportance. (Garrett, 1966).
Based on the literature in the field of Employability Skills, the investigator has formulated the following Null and Alternate hypotheses and they are:

1. There is a significant association among the factors of Employability Skills namely:
   a) Stress coping
   b) Communication skills
   c) Leadership skills
   d) Team work and problem solving
   e) Time management
   f) Self-efficacy

2. Male and female students do not differ on the perceived factors of Employability Skills namely:
   a) Stress coping
   b) Communication skills
   c) Leadership skills
   d) Team work and problem solving
   e) Time management
   f) Self-efficacy

3. The different age group of students do not differ on the perceived factors of Employability Skills namely:
   a) Stress coping
   b) Communication skills
   c) Leadership skills
   d) Team work and problem solving
   e) Time management
   f) Self-efficacy
4. The students of different discipline in Bachelor’s degree do not differ on the perceived factors of Employability Skills namely:
   a) Stress coping
   b) Communication skills
   c) Leadership skills
   d) Team work and problem solving
   e) Time management
   f) Self-efficacy

5. The different Religious group of students do not differ on the perceived factors of Employability Skills namely:
   a) Stress coping
   b) Communication skills
   c) Leadership skills
   d) Team work and problem solving
   e) Time management
   f) Self-efficacy

6. The different Community group of students do not differ on the perceived factors of Employability Skills namely:
   a) Stress coping
   b) Communication skills
   c) Leadership skills
   d) Team work and problem solving
   e) Time management
   f) Self-efficacy
7. The different Nativity group of students do not differ on the perceived factors of Employability Skills namely:
   a) Stress coping
   b) Communication skills
   c) Leadership skills
   d) Team work and problem solving
   e) Time management
   f) Self-efficacy

8. The different Qualifications of fathers’ of students do not differ on the perceived factors of Employability Skills namely:
   a) Stress coping
   b) Communication skills
   c) Leadership skills
   d) Team work and problem solving
   e) Time management
   f) Self-efficacy

9. The different Qualifications of mothers’ of students do not differ on the perceived factors of Employability Skills namely:
   a) Stress coping
   b) Communication skills
   c) Leadership skills
   d) Team work and problem solving
   e) Time management
   f) Self-efficacy
10. The different Occupations of fathers’ of students do not differ on the perceived factors of Employability Skills namely:
   a) Stress coping
   b) Communication skills
   c) Leadership skills
   d) Team work and problem solving
   e) Time management
   f) Self-efficacy

11. The different Occupations of mothers’ of students do not differ on the perceived factors of Employability Skills namely:
   a) Stress coping
   b) Communication skills
   c) Leadership skills
   d) Team work and problem solving
   e) Time management
   f) Self-efficacy

12. Those students who have attended the No. of training program does not differ on the perceived factors of Employability Skills namely:
   a) Stress coping
   b) Communication skills
   c) Leadership skills
   d) Team work and problem solving
   e) Time management
   f) Self-efficacy
13. Significant effect could be noted on the personal variables of students on the factors of Employability Skills namely:
   a) Stress coping
   b) Communication skills
   c) Leadership skills
   d) Team work and problem solving
   e) Time management
   f) Self-efficacy

14. The personal variables of students would be a function of the factors of Employability Skills namely:
   a) Stress coping
   b) Communication skills
   c) Leadership skills
   d) Team work and problem solving
   e) Time management
   f) Self-efficacy

15. Students’ personal variables significantly contribute to the factors of Employability Skills namely:
   a) Stress coping
   b) Communication skills
   c) Leadership skills
   d) Team work and problem solving
   e) Time management
   f) Self-efficacy
3.3. OPERATIONAL DEFINITIONS

i) **Employability Skills**

It is operationally defined as “composite of individual’s ability needed for a job”

ii) **Stress Coping**

It is operationally defined as “individual ability to cope with the demands of reality”

iii) **Communication Skills**

It is operationally defined as “the process of communicating to others for effective execution or complete understanding”.

iv) **Leadership Skills**

It is operationally defined as “is the ability to make others to the qualities of leaders”.

v) **Team work and problem solving**

It is operationally defined as “group of individuals together to achieve the goal set by the organization”.

vi) **Time Management**

It is operationally defined as “managing work schedule efficiently”.

vii) **Self-efficacy**

It is operationally defined as “it is a person judgement about being able to perform a particular activity”.

170