Chapter 8: Conclusions and Recommendations

8.1 Conclusions
1. The study has provided salient features of an employable fresh graduate and also gives university-wise deficiency in the curriculum for acquiring adequate technical competency.
2. On campus recruitment of fresh graduate, is a basic necessity for any institution to attract better students for admission. In fact, the students choose to select an institute only if it has a track record of inviting industry to the campus for recruitment. In order to ensure admissions to the fullest of the sanctioned intake, the management has to make efforts to make their students employable.
3. Out of the then characteristics (parameters) of the employable graduates, the top two parameters are strong fundamentals and adequate technical knowledge. These are followed with a problem solving approach, attitude and communication skills.
4. The top two are dependent on the curriculum set by the respective university and the academic rigor for implementing the teaching-learning process at a particular institute.
5. The management of the institute can think of achieving academic autonomy to gain total control over the curriculum, which is a lengthy process and is totally dependent on the enthusiasm of the teachers working in the institute.
6. The parameters like a problem solving approach and attitude of the students will have to be carefully nurtured at institute level, right from day one.
7. The additional efforts are required to develop behavioural skill as a part of attitude for the students.

With this background, the following steps are proposed for the management of such technical institutes which offer MCA program to enhance job opportunities as well as improve the admission status.
8.2 Limitations of Study

i. The study is limited to Pune region in Maharashtra for the period of 2009-2013.

ii. The industries/representatives were those who are located in and around pune city were considered.

iii. The industries/representatives who recruit majority of fresh candidates through campus placement activity only.

iv. The institutes selected were affiliated to Savitribai Phule Pune University.

8.3 Future Scope

The future scope for further study is

• Since attitude of fresh candidate is keenly observed at the time of campus placement, identification of measurable parameters of attitude from employability perspective would be valuable contribution to the study.

• Identification of effective process and mechanism to create opportunities for non eligible (those who do not satisfy company criteria in campus placement) candidates.

• Development of fast track mechanism to percolate trends, needs, requirements of industry to institute in tern students can be viewed as future scope.

• Innovative teaching learning method to inculcate industry needs from employability perspective.

• Mechanism to record effect of change/modification in curriculum on campus placement.
8.4 Action Plan for the Management / Administrators of the institute

In the last five years, the world economy has slowed down and a large number of youth remain unemployed. The intake of engineering colleges has substantially increased in the last decade, enhancing the competition to MCA graduates for employability. As their employability is decreasing, the seats in MCA institutes have been remaining vacant and the management of these institutes are facing financial crunch. These managements need guidance to take steps to improve the employability of their graduating students, thereby improving the admission status.

The researcher has proposed a stepwise action plan to improve the employability.

Step I:
Every institute must identify a senior faculty who can work as an officer for training and placement (TPO) of students and also establish liaison with the surrounding industry. If such a faculty is not available in the institute, the management should identify such a person who could be eligible for such a function and recruit him or her.

Step II:
The institute must establish an Industry Institute Interaction Cell which would be lead by the TPO. Three young energetic faculties can be made a part of this cell who would work under the guidance of the TPO.

Step III:
The cell should enlist all IT/ITES industry within a region of not less 30 kilometres and make an attempt to visit the higher officers in those industries for the interaction. These higher officers’ would means a managing director, various client/project heads, and HR manager.

Step IV:
The cell should invite the officials to visit the institute and showcase the facilities available with them.

Step V:
The cell should request the above officials to spare their experts for offering guest lectures to their students.

Step VI:
The senior faculty from the institute must visit these industries to know if they can propose mini projects for students.

Step VII:
The management of the institute must take a keen interest in this liaison activity and should provide all the facilities like transport and/or reimbursement for actual cost for all such visits.

Step VIII:
The training of all final year students should be provided by the management preferably free or with substantial subsidies, to improve the language skills and communication skills of the students.

Step IX:
Creating students with a positive attitude would be an important challenge to the management of the institute. Management should take efforts to contact consultants and/or spiritual leaders to undertake programs to their students which could improve their attitude in a positive direction.

All such programs will have to be conducted outside routine college hours and therefore involving the students to participate in such programs would be a task for the management. To perform such activities, management of concerned institute has to understand appeal of faculty and provide necessary help to improve the employability.

Figure 8.1: Measures to be undertaken by management of the institute
Block 1 in the figure 8.1 is associated with academic efforts where as Blocks 2,3,4 are administrative efforts that can be executed with help of distinguished alumni of their institute.

Step X:
Technical competency is a basic requirement for considering any candidate for recruitment. To ensure, management will have to make efforts in traditional ways as well as with innovative ideas. The traditional ways are as follows:

- Recruit adequate qualified faculty for conducting classes as stipulated by the curriculum.
- Ensure that theory and laboratory classes are held punctually and on a regular basis.
- Attendance of 100% by the students be made mandatory by the management and a mechanism to continuously monitor this be established. As the parents pay the cost of education, the management must make an arrangement to appraise the parents about regularity and sincerity of their wards at all theory and laboratory sessions.

Step XI:
The management should hold regular in-house competitions for the students to work on mini projects.

Step XII:
Management should offer, at reasonable or no extra cost, training of the students in the gap areas identified for their universities.

Step XIII:
Each institute must invite senior officers of nearby IT/ITES industry to be a part of their advisory board, which should be established by all institutes, and regular meetings must be carefully planned for these members to attend on the campus which may also allow them to interact with the students of the institutes.

The above plan of action would work as a model for improving the employability of the students within the institute.