Chapter 3: Objectives and Hypotheses

3.1 Introduction
As Information Technology (IT) and IT Enabled Services (ITES) are booming in India, since 1998, many jobs are offered by this industry. The Indian middle income group is very large and the aspiring children from such families would like to seek jobs immediately after their education. The Government of India began to offer Computer Education to the Science and Commerce graduates to fulfill the increased manpower requirement in the mid eighties. The Master of Computer Application (MCA) program was introduced as a continuation of this process. But it is observed that over the last five years, the trend in the vacancy position at the time of admission is increasing. On one side there is a huge demand of technical manpower and on the other hand IT industry is not happy with passing out the graduates and willing to join the industry. Though lot of institutions are offering the MCA program but these students have to compete with engineering undergraduates for a job.

This research aims to find expectations of industry from the management and academia of MCA institutes as well as the hands-on competencies to be acquired by MCA graduates for getting jobs quickly which ultimately lead towards better placement and admission status at fullest of its intake capacity.

3.2 Statement of the Research Problem
A large number of IT graduates are available every year from different universities, but NASSCOM claims that very few IT graduates are employable, in addition, Ministry of Human Resource and Development, New Delhi released a report which supports this view expressed by NASSCOM. The objective of this research is to identify factors that can improve employability of MCA graduates and offer guidelines to the management of such institutions running these programs to groom industry ready-graduates.

3.3 Objectives of Research
The objectives of the research work are framed on the basis of key question that is to be addressed as “What are the expectations of IT/ITES industry from employability perspective?”
Another objective is to investigate the factors which are keenly observed during recruitment process to improve the job offers. The research is mainly focused to identify

1. The methodology for campus recruitment process of MCA graduates.
2. Specific skills required from the aspirants by IT/ITES industry.
3. The attributes of fresh MCA graduates as expected by IT/ITES industry, at present.
4. The skill gap of what MCA graduate possess and what IT/ITES industry needs.
5. Expectations of industry from management / administrators of MCA institutes.
6. The gap with reference to the currently existing curricula of various universities in Maharashtra versus skill expectations of industry.

3.4 Hypotheses of Study
The hypotheses are formulated taking into consideration three groups involved in placement activity, namely, executives from IT / ITES industry, the faculty of the institutes offering MCA courses and the students admitted to MCA course. IT / ITES industry people are the ones who recruit the candidates for their company.

Hypotheses

**H1:** IT / ITES industry interaction of the institutes is positively correlated with faculty members’ quality time given to the students.

**Justification:** The industry interaction is facilitating the technology updates along with the current trends which faculty intern shares with the students and students are preparing themselves accordingly. For this purpose, faculty is sparing quality time with the students.

**H2:** IT / ITES industry visit of the faculty members facilitates quality of students’ projects.

**Justification:** The effective visits of faculty with industry enhance the public relations with the industry. This increase in public relation helps in getting quality problem statements as sponsored project work for their students.
**H3**: Faculty interactions with experts from IT / ITES industry is positively correlated with the quality of students projects.

**Justification**: Once the project work commence, the faculty is continuously interacting with the industry expert looking after the project. The faculty is continuously getting feedback about the performance of the students working on the project. This performance is based on parameters like technical understanding, programming skills, along with communication and soft skills.

**H4**: Faculty perceives that curriculum flexibility enhances quality of students’ projects.

**Justification**: In tune with the industry, faculty would like to update themselves as well as their students in terms for academic inputs which will enhance the quality of the students for internship as well as campus placement.

**H5**: Students are aware about job availability and aware about job criteria for seeking a job also.

**Justification**: Majority of the students join MCA course to get a job in IT industry. So they are continuously getting inputs regarding jobs available, type of company, and selection criteria.

**H6**: Students’ curriculum satisfaction is positively correlated with their awareness regarding criteria for seeking a job.

**Justification**: Students feel that the curriculum offered to them by the respective university is sufficient to acquire the job.