

Need of Employability Skills of Pharmacy Graduates at Entry Level

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Abstract

Indian pharmaceuticals industry is worldwide admired and is one of the most flourishing sectors in India. It has contributed massively to India's healthcare products and financial system. Global competency and encouraging sell situations over the lots of years have guaranteed that India prolongs to be one of the most commercial pharma markets in the world. The industrial sector has faced numerous challenges which have impacted our development path, in the previous years.

Internationally, numerous issues have had a rigorous impact on exports business. These comprise advanced level of client merger, raised competition & increase in products authorizations, reduced value from new product launches and raised pricing control & security. Even as we come forward from the short-lived impact of demonetisation, we have persisted to face disturbances from evolving regulatory landscapes, every other means of engaging with doctors & patients, and shift in balance of power towards druggists. Our superior situation as a worldwide dealer of high quality, reasonable and available medicines has also been impacted due to current compliance challenges and little productivities.

The process of employment has shown a change noteworthy; technology is influencing customs and skills, and societies are becoming more global and diverse. As an effect of globalization education systems now also look into the sector of employability as well. In current scenario technical skills are not just sufficient to fulfil the need of employer; one has to possess soft or nontechnical skills in addition.

Index Terms - Employability Skills, Human Resource Development, Soft Skills, Hard Skills

I. Introduction:

Industrial sectors are expecting employees with updated skills, knowledge, in this ever-changing, gradually more competitive business environment which will help industry to grow. The core objective of any Pharmaceutical institute is to deliver attributes, skills. Basic purpose of any Pharmaceutical institution is to impart the Pharmaceutical ability, which will help students for their employability and entrepreneurship. After completing Pharmaceutical education, getting employment, is a must for the Pharmaceutical graduates. The core objective of any Pharmaceutical institute is to deliver attributes, skills. Basic purpose of any Pharmaceutical institution is to impart the Pharmaceutical ability, which will help students for their employability and entrepreneurship.

Enhancing employability skills of students is challenge before the educational institutes. Pharmaceutical education is not able to identify the way and out to develop employability skills also in a puzzle to select a appropriate approach that may have more employability alternatives to students. Today institutions are carrying a conventional education system which is focusing on knowledge based education. Institutions should implement vocational based and practical based education. The core objective of any pharmaceutical institute is to deliver attributes, skills.

In this paper we have literature survey in section II, Section III explains employability skills, Section IV elaborates Characteristics related to employability & Employability skills gap, and conclusions are mentioned in section V.

II Literature Survey:

Education is looked upon as one that contributes to community, cultural, political and financial transformation of any nation. Considering Education as a procedure of acquaintance and skill formation it could be treated at par with the procedure of capital formation. And it is the truth that the affluence and development of any country is basically linked to its human resources. So the human resources could be regarded as one of the most significant assets of any nation and so important determinant of a nation's financial performance. A boost in the human growth index would direct to high levels of economic growth of the country.

Economists over the world disagree that the systems require to meet the nation's necessity for human resource with high levels of skill and knowledge increases with the rising demand for educational training. The power of a nation is therefore dependent on its intellectual and skilled citizens. It can be observed that learning is a vital tool for achieving sustainability. A carefully designed and well planned education system is therefore very significant in developing such individual assets. Thus, institutions of higher learning like pharmaceutical sciences play a very important role in the teaching and learning processes that helps in providing information and skills to future graduates [20].

Entrance level college graduates have not gained the skills essential for the personnel and, as such, are not ready for the requirement of industry professions [10]. Growing unemployment amongst educated youth population is an immense concern and indicates three potential reasons; a) Demand-supply disparity b) Expectation disparity and c) Skill mismatch. This crisis has to be repaired by academic world, corporate and students approach. The be deficient in sufficient skills and high attrition rates has a huge impact in terms of India's capability to take up new technologies and new solutions. So there appears to be wanted for a primary shift toward a stress on general skills in education [11].

But the main difficulty faced in this growth pathway is the insufficient skill set of the workforce and the unwillingness of the students to get used to the industrial skill requirement set up. It also appears that students often underestimate the need to have transferable skills. Instead, they deem that mastery of disciplinary content is more significant than transferable skills to employers. Though, employers wish graduates who can think and work on their feet and determine ways to accomplish tasks [12]. Skilled management of the intellectual capital could be a driver for growth and is vital for Indian economy as could be seen in skill India concept of the government.

The two important apprehensions of employers/recruiters today are finding good quality employees and training them. It is observed that there lies a difference between the skills essential on the job and those acquired by candidates, called the skills-gap, which is of genuine concern to human resource managers and business owners looking to hire capable skilful employees. While employers would desire to appoint people who are trained and prepared to go to work, they are usually willing to offer the specialized, job-specific training essential for those lacking such skills. Employability has become a far bigger challenge than unemployment, probably because there are still large vacancies in industries but lack of employable candidates [13].

Today, managers in every industrial segment emphasis the need for employees with definite set of introductory skills such as teamwork, problem solving, work ethic and truthfulness. While companies rely on workforces to have the same basic skills, they do not always talk about or label them in the similar method. This makes it difficult for prospective employees and educators to know exactly what it takes to be ready to succeed in any career path in any industry [14]. Due to all this, the notion of Employability has become the key requirement for the applicant. Employability indicates skills and characteristics that make a personality desirable to budding employers. It has also been described as a set of achievements—skills, understandings, and personal attributes—that make graduates more likely

to gain employability and be successful in their chosen field at large by the Engineering Subject Centre of the UK Higher Education Academy. Employability skills can be defined as a variety of capabilities or competencies that may be expanded during learning, training, work experience, interests and extra-curricular activities that may be sometimes referred to as generic abilities, lifetime skills, core abilities, vital service abilities, key capabilities or transferable skills.

Employability skills specify characters that may make an individual attractive to possible employers [15]. It also refers to those skills required to acquire and maintain a job. These convertible skills comprise the capability to unravel difficult multidisciplinary problems, work successfully in teams, reveal efficient verbal and written communication skills, and practice good interpersonal skills [16]. In current custom term employability skills is frequently utilized to illustrate the training abilities upon which an applicant student must build employment particular skills which relate to communication, individual and interpersonal relationships, problem solving, and management of organizational processes [17]. Employability abilities are therefore valued as they relate to many jobs and so can support general preparation to meet the needs of many different professions [13] defined employability skills as those basic skills necessary for getting, keeping, and doing well on a employment. Employability skills are teachable [18] and transferable [19].

III. Employability skills:

The Employability is a word trending now a days. Hillage and Pollard, 1998 [1] refers Employability as a person's capability of gaining initial employment, maintaining employment, and obtaining new employment if required.

In a general sense, employability means having employed. Employability refers to a person's capability of gaining initial employment, maintaining employment, and obtaining new employment if required [1]. Harvey stated in 2001[2] about employability is the ability of the graduate to get a satisfying job. Pool and Sewell in 2007 [3] mentioned that employability is having a set of skills, information, understanding and individual characteristics that make a person more probably to select and secure professions in which they can be satisfied and successful. Lankard in 1990[17] defined Employability skills as personal image, interpersonal skills, and good habits and attitudes. According to Hillage, Employability is the potential to change selfadequately within the industry to understand prospective through sustainable employment.

IV. Characteristics of Employability:

Retaining employees with the appropriate skills for a given profession is essential to all types of institutes that it can direct to overall organizational achievement and employee performance [4]. Author Little B. observed that having adequate employability skills may be the main characteristic that helps to augment a person's confidence in a particular profession and offer a subsequent optimistic impact to organizational performance. Though, employability skills only may not be adequate to let the potential of a skilled workforce to realistically progress organizational performance and productivity [5]. So, the procedure of recognizing and developing applicable talent is significant for organizations in meeting both short and long-term performance goals. However, it must be noted that the idea of employability is far broader than the concept of talent. Yet to be employable, workers must acquire talent. Moreover, organizations must work to encourage the various types of talent they require by developing practices and systems that account for the current level of talent that resides within the workforce of the organization [4]. Aamodt et al.[6] elaborated the concept of qualifications is closely related to the broader definition of employability. This is because the qualifications, or the learnt proficiencies of graduates, can have a considerable influence on the capability to effectively accomplish a specified work. Although a lot of policy makers are currently placing greater importance on the relationships

among workforce growth and the role of higher education, the focus that many organizations still place on employability skills inclination while selection rather than training [5]. Nilsson et al. [7] stated that consequently, as significant strategic and financial costs can result from inappropriate hiring decisions, individual HRD programs should be designed by organizations to strategically develop employability skills to better meet future job demands. Both universities and organizations must be attentive that building appropriate employability skills involves more than discovering an employment, it consists of the growth of individual performances, characteristics, and/or knowledge [8]. Furthermore, Baciu et al. [9] observed that the mismatch between the supply of overall employability skills and the corresponding requirements for appropriate skills is a key issue as universities persist to produce more graduates than can be engaged by the employers.

4.1 Employability Skills Gap:

The employability ability shortage has its foundations in the education system. Due to high percentage of drop-out at primary and secondary school level and poor admission levels in higher education results in mere educated personnel.

Institutes and universities offer low quality infrastructure which causes challenges before employability. As compare with global standards, Indian institutes and universities benchmarks are also deteriorated. Therefore, the eminence and employability of candidates is low, making them less employable. There are many aspects which may cause unemployability such as less updated syllabus, less communication between academicians and industry people.

V Conclusion:

The notion of employability skills has increasingly become the concern of industries, employers, education institutes and certainly almost all the students. It largely comprises student's skills and potentials for gaining and succeeding in an employment apart from their regular academic knowledge and skills. We can therefore conclude that only Basic Degree is not adequate for securing a good job, but students should focus on adding value to their profile in the form of various set of skills now referred as employability skills required by the employers in their field to make them more employable.

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<http://dx.doi.org/10.4236/jhrss.2016.41005>