



SRINIVAS UNIVERSITY

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Srinivas Research Centre for Employability Skill Development [ESD]

Over the past decade or more, several concerns have been published highlighting the widening gap in employment vs. employability skills; as well as a pressing need for skill development, improvement in functional as well as vocational domains, on both sides of the academia vs. industry supply chain. Additionally, shortages in technical skills, professional competencies as well as inconsistencies in core work related (hard & soft) skills, has augmented the growing level of difficulty faced by Services as well as Manufacturing businesses in filling job vacancies.

Companies today are demanding a high degree of professionalism, intellectual common sense, emotional maturity, domain knowledge and many competitive techno-functional competencies from the new breed of graduating students, engineers and value chain managers. Human Resource capacity enhancement and development of functional capabilities in new work related skills, per say Employability Skill Development [ESD], has become a major challenge across organizations and institutions, especially from emerging and developing economies.

Graduate employability and skill enhancement effort is subject of active research, with an ever growing contribution from a multitude of researchers and authors worldwide for almost the past century. A mosaic of conceptualizations, frameworks, linkages, and models proposed in several type of research illustrate an 'employability ~ meta-form', that assists in designing and developing employability-embedded curriculums, especially in Higher Education Institutions. In the context of higher education, to address these challenges, a structured, systematic and collaborative approach can inherently supplement professional skill development efforts of graduating students.

It is in this backdrop, the "*Research Centre on Employability Skill Development*" is established at Srinivas University with the following objectives:

1. To study and analyse various research approaches, relationship constructs, psycho-social correlates and cultural dispositions related with Graduate Employability.
2. To improve deeper understanding about employability, as well as its determinants, dimensions, related factors and measurements;
3. To study and evaluate various correlations, normology and anthology of connotations respective to employability skill traits development from various frames of references
4. To contribute to existing knowledge pool on employability as well as develop relevant and appropriate models, processes and programs for Employability Skill Development

The Research Centre is committed to passionately focus on ESD efforts aligned with the Vision and Mission of Srinivas Univeristy consequently adding Value to academic efforts.



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Publication:

[1] Narula, A.V., & Aithal, P. S. (2018). Employability Skill traits Management Quotient [ESMQ] – A Conceptual Model Proposal. *International Journal of Applied Engineering and Management Letters (IJAEML)*, 2(1), 1-30. DOI: <http://dx.doi.org/10.5281/zenodo.1156138>.

Activities:

[1] Corporate Oriented Professional Program (COPP) based on Employability Skill Traits Management Model conducted on 14th and 15 July 2017 for BBM students at Pandeshwar Campus.

[2] Corporate Oriented Professional Program (COPP) based on Employability Skill Traits Management Model conducted on 22nd and 23rd September 2017 for MSW students at Pandeshwar Campus.
