

Employees Woefully Short of Soft Skills & Vocational Training **INDIA INC CONFRONTED WITH SEVERE 'QUALITY' MANPOWER CRUNCH; SAYS FICCI-CVOTER SURVEY**

New Delhi, November 6, 2010: India Inc is now confronted with a severe crunch of 'quality' manpower as the undergraduates in the general stream of Arts, Commerce and Science being turned out by the country's educational institutions are just not up to the mark. Only three out of ten respondents say that they are completely satisfied with the new undergraduates that they have hired in the last 12 months. A ***FICCI-CVoter Survey on the Employability Quotient of the Under graduates in India*** reveals this unsettling reality that GenNext is woefully short of soft skills and vocational training to take on the responsibilities of corporate sector management.

The survey notes that the new undergraduates fall short of the expectations of the employers with regard to reliability, integrity, self motivation amongst employees, self discipline, empathy for other workers and management, willingness to learn, good written communication and basic computer skills.

The FICCI-CVoter Survey reveals that while 90 per cent of the respondents believe that self discipline is a strong attribute that employees must possess. However, only 60 per cent of them believe that their present employees are self disciplined. Only 50 per cent of the respondents to the survey feel that their present crop of employees are self motivated, an attribute that 90 per cent of them consider important at the workplace.

The survey is an eye-opener for the Indian higher educational institutions and a pointer to the urgent need to upgrade and revise the course curriculum with integration of vocational training in the undergraduate programmes.

The following are the other highlights of the survey:

- More than 90 per cent respondents consider ability to identify and solve workplace problems among employees as an extremely or very important aspect for successful performance on job. However, just about 58 per cent respondents feel that the ability is implicit in the fresh graduates.
- Similarly while more than eight in ten respondents feel that ability to design a process to meet desired results is an important skill-set that their employees must have; only about six in ten respondents feel that their employees have this attribute.
- About 83 per cent respondents acknowledge the need for good written communication as a key skill set for performing the job; however only about 60 per cent feel that their present employees have the desired skill set.

- More than 84 per cent respondents also consider basic computer knowledge as a prerequisite for successful performance of job; however this expectation too falls short on reality, with only 70 per cent respondents answering in the affirmative when asked their satisfaction level with their present employees' adeptness with basic computer skills.
- Only about 55 per cent of the respondents believe that their employees have empathy for other workers and management; while almost a third of them feel empathy to be an important attribute their employees must possess.
- Asked about the presence of 'willingness to learn' – which almost all the respondents considered a must-have quality for their employees – in their present crop, only about 65 per cent of them answered in the affirmative.

MEDIA DIVISION

Taresh Arora
Media Relations Officer
Tel : 23736307 & 23357392 (Direct)
9899115719 (Mobile)
23753119 (Fax)