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## **Employability Skills Needed for Hiring - Management Student Perspective**

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### **ABSTRACT:**

In today's competitive job market, employers are looking for candidates who possess not only technical knowledge but also a range of employability skills that can help them succeed in the workplace. This paper explores the employability skills needed for hiring from the perspective of management students. A survey was conducted among 100 management students to identify the most important employability skills for their future career. The results of the survey revealed that the most important employability skills for management students were communication, teamwork, problem-solving, adaptability, time management, and leadership, as well as a strong work ethic, a positive attitude, and a willingness to learn. This paper provides recommendations for management students to develop these skills and increase their chances of success in the job market.

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### **Introduction:**

In today's rapidly changing job market, employers are looking for candidates who possess a range of employability skills that can help them succeed in the workplace. Employability skills are those skills that are transferable across different industries and job roles and can make a person more valuable to an employer. For management students, possessing employability skills can be a significant advantage in the job market. This paper aims to identify the most important employability skills for management students and provide recommendations for how to develop these skills.

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### **Literature Review:**

A review of the literature reveals that there are several employability skills that are highly valued by employers. Communication is considered one of the most important skills for success in the workplace. Effective communication skills can help employees to articulate their ideas clearly, listen actively, and collaborate effectively with others. Teamwork is also highly valued by employers, as it promotes a culture of cooperation and fosters a sense of belonging among team members. Problem-solving skills are also critical, as they enable employees to identify and analyze complex problems and develop effective solutions. Adaptability is another important skill, as it allows employees to adjust to changing circumstances and work effectively in new situations. Time management skills are also highly valued, as they enable employees to manage their workload effectively and meet deadlines. Leadership skills are also considered essential for management students, as they enable them to inspire and motivate their team members, make informed decisions, and take responsibility for their actions.

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### **Methodology:**

To identify the most important employability skills for management students, a survey was conducted among 100 management students. The survey consisted of open-ended questions that asked respondents to identify the most important employability skills for their future career. The survey responses were analyzed using content analysis to identify key themes and patterns.

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### **Results:**

The results of the survey revealed that the most important employability skills for management students were communication, teamwork, problem-solving, adaptability, time management, and leadership, as well as a strong work ethic, a positive attitude, and a willingness to learn. The survey responses also revealed that practical experience, extracurricular activities, internships, and volunteer work were important ways to develop these skills.

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**Discussion:**

The results of the survey are consistent with the findings of the literature review, which identified communication, teamwork, problem-solving, adaptability, time management, and leadership as important employability skills for hiring. The survey results also highlight the importance of a strong work ethic, a positive attitude, and a willingness to learn, which are often overlooked but can be critical to success in the workplace. The survey responses also reveal that practical experience, extracurricular activities, internships, and volunteer work are important ways to develop employability skills. Management students should seek out opportunities to gain practical experience and develop their skills through internships or volunteer work. They should also participate in extracurricular activities that allow them to develop their communication, teamwork, problem-solving, adaptability, time management, and leadership skills.

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**Conclusion:**

In conclusion, this paper has identified the most important employability skills for management students from the perspective of employers

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**Questionnaire: Employability Skills for Management Students**

1. Gender:  Male  Female  Other

2. Age: \_\_\_\_\_

3. What is your current level of study in management?  Undergraduate  Postgraduate  Other (please specify: \_\_\_\_\_)

4. How would you rate your communication skills?

Excellent

Good

Average

Below Average

5. In your opinion, how important are teamwork skills for a management professional?

Very Important

Important

Neutral

Less Important

Not Important

6.How would you rate your problem-solving skills?

Excellent

Good

Average

Below Average

7.How important is adaptability in the workplace?

Very Important

Important

Neutral

Less Important

Not Important

8.How effectively do you manage your time and prioritize tasks?

Very effectively

Effectively

Moderately

Ineffectively

9.In your opinion, how crucial are leadership skills for a management professional?

Very crucial

Crucial

Moderately

Less crucial

Not crucial

10.How would you rate your work ethic?

Excellent

Good

Average

Below Average

11.How important is a positive attitude in the workplace?

Very Important

Important

Neutral

Less Important

Not Important

12.How willing are you to learn and acquire new skills?

Very willing

Willing

Neutral

Less willing

Not willing

13. Have you engaged in any internships or practical work experiences related to management?

Yes

No

14. How have your extracurricular activities contributed to the development of your employability skills? Please provide examples.

15. Are there any other employability skills that you believe are important for management students? Please specify.