EXPLORING UNIVERSITY AND INDUSTRY PERCEPTUAL MEANING OF EMPLOYABILITY SKILLS AMONG NIGERIAN GRADUATES

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ABSTRACT

Purpose

Goals and objectives of the university and the industry profile is the benchmark for work between job seekers and aim at workplace search toward basic career development and skills attached to employment. It was characterized to transform employability meaning into training and the acquisition of skills from universities and supply to the demand of the industry.

Methodology/Approach

The method used in this research is descriptive qualitative approach aims to describe the phenomena of exploring industry and the university perceptual meaning of employability-skills among Nigerian graduates. The sampling technique used as a criterion based approach on informants who are currently working or might have worked for more than five (5) years above. The study used a purposive sample informed by understanding of the research problem and control phenomenon being investigated. The major participants of the study were a total number of twelve; four members of employed graduates, four members of university faculty management (Nnamdi Azikiwe University, Awka Anambra State) and four members of industry managers of (Nigeria Breweries). The selection criteria of these three (focus group) informants were based on the focus of the research ethics, to enable the researcher get the in-depth by the live experience of the participants such as graduates, university’s management of faculties and industry’s managers. The research approach has three main primary sources of data collection, such as interviewing, observation and documents that provide the researcher with relevant information.

Findings

It indicates that employability is seen as quality, ability and characteristic or attributes that would enable graduates gain some special skills that will in return make them to be employable in the labour market and imperative make them to be very competitive in the society at large. The findings show that skills industries were looking for are as follows: Communication skills such as writing assignment and report, presentation of the report or class work, and work in customer service; Teamwork such as work with other people at primary place of assignment; Problem solving such as solving skills. Initiative and entrepreneurial skills such as develop business work placement; Planning and organizing such as managing time at work place, organize industrial event and work independently; Self-management such as developing a work schedule and accept responsibility; Lifelong learning and adaptability such as learning every new change in the organization; Technologies such computer skills, information technology skills, and ex-training at work; Leadership skills; Perseverance and motivation.

Practical Implication

This paper stated that, if the university is having a lot of issues in term of facilities, in terms of teaching methodology, the implication is going to affect the industries and probably will affect manpower resource.
Originality/Value

This shows the clarity of the concept of understanding the university’s and industry’s perceptual meaning of employability skills. This implies that if graduate possessed a good quality of education and acquired necessary skills; the productivity of the industries will be enhanced.

KEYWORDS: Universities, Industries, Perceptual Meaning of Employability & Skills

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