Transferable Skills and Its Relation to Job Choices of Employees among Pune based IT companies

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INTRODUCTION

It has been observed from long time that various studies have considered how individuals make their job choices but very little has been explored in today's time. Various aspects were considered in relation to job choices including direct and indirect attributes. It has been come to notice in recent times that transferable skills plays a great role in defining an individual's job choices hence this study has been conducted with an intent to understand its interplay and how it fits in today world or not.

LITERATURE REVIEW

It has been observed from past researches that there is significant relation between transferable skills and the way people feel, behave and think about the satisfaction they derive from their work.

Transferable skills are those portable skills that people take from one life experience toanother.Transferable skills can be acquired through education and training, leisure-timeactivities, and work experiences. An awareness of transferable skills has become increasinglyimportant for people making job choices and changes. In an economy where it is predictedthat most people will change careers six or seven times, it is important that people be awareof their transferable skills.

Liptak (2008) suggested that most people have hundreds or even thousands of skills, many ofwhich they are aware of and use daily, while others often remain hidden and never surface. Hesaid, "Because you can gain them from a wide variety of activities and then transfer them fromone task to another, skills have become more important in today's world of work".

Transferable skills can be acquired through educational experiences, leisure-time activities,and work experiences. Lock (2005) suggested that transferable skills are things you do, suchas teaching, organizing, assembling, designing, and operating. He said that transferable skillsare skills that you naturally develop from all aspects of life, especially from activities outside ofwork, and then transfer to a job. Similarly, Liptak (2001) suggested that leisure-time activitiesoften provide opportunities to develop skills that can be transferred to work environments. Hestressed that career counselors need to be more aware of the hobbies, spare-time activities,and family-related experiences of their clients and how they contribute to clients' skills sets.

Liptak (2008) concluded that transferable skills can be acquired in a variety of roles andsettings other than at work. Some of the varied settings include

Home: Home-acquired transferable skills are learned while engaged in activities athome, such as mentoring others, caring for others, negotiating, and organizing.

School: School-acquired transferable skills are learned while engaged in activities atschool, such as working collaboratively, solving problems creatively, writing effectively,and conducting research.

Community: Community-acquired transferable skills are learned while engaged inactivities in the community, such as volunteering to help others, managing a civicorganization, or coaching or umpiring in a sports league.

Knowledge of transferable skills can especially help people who are making the transition intothe workforce. Isaacson and Brown (1997) suggested that many different types of people needassistance in identifying transferable skills, including displaced homemakers re-entering theworkforce, ex-offenders, students, and downsized employees. Liptak (2008) concluded thatcareer counselors help clients identify skills for a variety of reasons, including:

To identify strengths and abilities

To determine skills that are important in one's work

To enhance self-confidence and/or self-esteem

To help career changers identify alternatives by focusing on skills

To formulate a career objective for writing a resume
To serve as the first step in creating a resume that uses a skills or functional approach

This study attemptsto provide that context by examining the impact of transferable skills in the job choice decision making process. Theoretically, it appears that transferable skills should have an impact on job choice decisions. One way to empirically test whether transferable skills actually are important is to empirically investigate their importance by examining their significance and relative effects in the context of various aspects of career that have been shown to influence job choices.

METHODOLOGY

The population for this study was defined broadly asprofessional level employees with a minimum of five yearsof work experience, and a minimum education level of aBachelor's degree, working in medium-size and large-scaleIT companies in Pune city. As with virtually all survey researchprojects, volunteer samples were used, limiting thegeneralizability of the findings. Using the researchers'professional networks companies were approached and agreedto participate in the study. The IT managers were asked tocontact all professional level employees who fit thepopulation descriptionvia internal e-mails and issue aninvitation to participate in the study.

Due to the research design, thenumber of employees in the sampling frame is not known.A total of 100 valid and useable responses were obtainedfrom 8 organizations.

Survey items were adapted from previous researches to measure transferable skills and job choices and environmental scan.It was hypothesized that the presence of these transferable skills would make the job appear more desirable. Therefore these hypotheses are mentioned below:

H1: There is a significant difference in the frequencies with which the transferable skills are perceived.

H2: A work environment where fairness is emphasized will be positively related to individuals' decision to accept a given job offer.

H3: Thetransferable skills of an individual are significantly co-related to job choices.

DATA ANALYSIS AND FINDINGS

The gathered data has been cleaned and transformed for appropriate statistical tests. The analysis findings have been mentioned below:
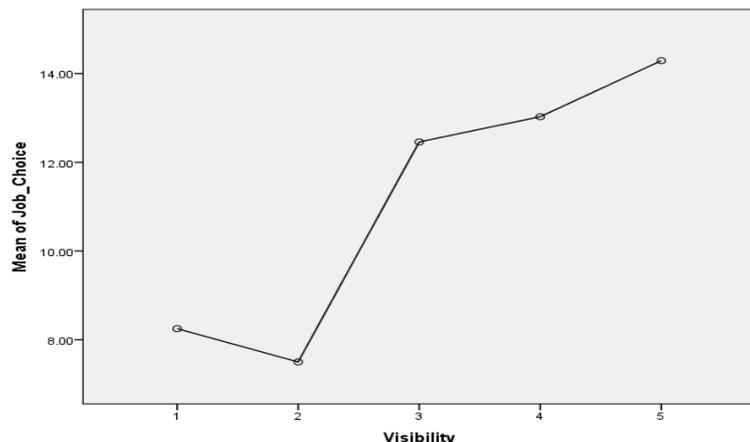
Hypothesis-1:

Ranks

	Mean Rank
Leadership	6.63
AnalyticalSkills	5.97
Communication	5.17
TeamSpirit	5.19
Creativity	5.74
TrainingCoaching	5.32
InformationManagement	4.33
Management	6.13
Quantitative	4.76
CriticalInvestigativeThinking	5.76

Hypothesis-2

ANOVA

Job_Choice

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	108.215	4	27.054	8.014	.000
Within Groups	317.324	94	3.376		
Total	425.539	98			

Hypothesis-3

Correlations

		Transferable Skills	Job Choice
Transferable Skills	Pearson Correlation	1	.720**
	Sig. (2-tailed)		.000
Job Choice	Pearson Correlation	.720**	1
	Sig. (2-tailed)	.000	

**. Correlation is significant at the 0.01 level (2-tailed).

The above analysis suggests that the hypotheses are proved and valid to put the point forth that the work values have its existence and also play various roles in various circumstances.

Results

The results presented in this paper suggest that an individual transferable skill orientation doeshave an important part to play in the decision making of job seekers. The within-subject correlations analyses found that there is a strong correlation between various constructs of transferable skills.

It has been found that there are varied takes about transferable skills such as information management and qualitative skills are more clear indicators of job choices whereas on the other side leadership and management were seen as more weaker skills which indicates their preference for the jobs.

The other test suggest that people believe the more the organization is transparent the more stringent processes they will have and their decision-making time will be more since the organization will be more process oriented to give the feedback on the job selection process.

Also, it has been found that the more the transferable skills are clear the more the job choices decision making time are.

Thus organization and employees must understand that transferable skills plays a great role in job choices thus they have to be understood in very clear manner to devise the required strategies which will help each one of them to create a distinctive advantage for them.

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