

TABLE OF CONTENT

S.NO	CHAPTER NAME	CONTENT	PAGE NO.	
1.	EXECUTIVE SUMMARY		i-v	
2.	<u>CHAPTER 1</u> INTRODUCTION	1.1 International Engineering Status	1	
		1.2 National Engineering Status	4	
		1.3 Madhya Pradesh as a State	6-9	
			1.3.1 Industrial Profile	6
			1.3.2 Education sector Profile	9
		1.4 Employability Status of Engineering Students in Madhya Pradesh	11	
		1.5 Consequences of Mismatch	14	
		1.6 Education system of India	15-22	
			1.6.1 Higher education	15
			1.6.2 Technical education	19
		1.7 Status of Training in Engineering Discipline	22-28	
			1.7.1 Role of training in Education sector	23
			1.7.2 Various training undertaken by engineering students	24
			1.7.3 Key positive aspects of training	26
			1.7.4 Training Effectiveness: An Overview	26
			1.8 Research objectives	28
			1.9 Limitations of the study	29
	1.10 Conclusion	29		
	1.11 References	33		
3.	<u>CHAPTER 2</u> REVIEW OF LITERATURE	2.1 Introduction	36	
		2.2 Review of literature on mismatch of demand and supply of employability skills	36	
		2.3 Review of literature on factors responsible for mismatch	57	
		2.4 Review of literature on training and development	65	
		2.5 References	68	
4.	<u>CHAPTER 3</u> RESEARCH METHODOLOGY	3.1 Introduction	73	
		3.2 Need of the study	76	
		3.3 Statement of the problem	77	

		3.4	Sample design	79-80
		3.4.1	Sampling frame	79
		3.4.2	Sample size	79
		3.4.3	Sampling Technique	79
		3.5	Hypothesis testing	80-81
		3.5.1	Process of hypothesis testing	80
		3.5.2	Hypothesis of the study	81
		3.6	Data collection method	81
		3.7	Questionnaire design	82
		3.8	Pilot research	82
		3.9	Statistical tools	83
		3.10	Statistical package for social science(SPSS)	84
		3.11	Conclusion	85
		3.12	References	85
5.	<u>CHAPTER 4</u> DATA ANALYSIS	4.1	Introduction	86
		4.2	Data analysis of engineering aspirants	86
		4.3	Data analysis of industrialists (HR professionals)	110
		4.4	Data analysis of engineering academicians	129
		4.5	Conclusion	165
	<u>CHAPTER 5</u> RESULT & DISCUSSION	5.1	Introduction	167
		5.2	Reliability and Validity of scale	167-168
		5.2.1	Reliability	167
		5.2.2	Validity	168
		5.3	Statistical analysis to test hypothesis	168-184
		5.3.1	Hypothesis testing of objective “ To estimate the number of engineers and requisite skills demanded by industry among aspirants against of supply”	169
		5.3.2	Hypothesis testing of objective “To identify the available employability skills among engineering aspirants”	172
		5.3.3	Hypothesis testing of objective “ To study the various factors responsible for mismatch between demand and supply of requisite skills”	174

		5.3.4	Hypothesis testing of objective “ To study the consequences of mismatch between demand and supply of requisite skills ”	180
		5.3.5	Hypothesis testing of objective “ Assessing the effectiveness and appropriateness of training imparted to Engineering Aspirants ”.	183
		5.4	Conclusion	184
7.	CHAPTER 6 FINDINGS & RECOMMENDATION	6.1	Major findings of the study	186
		6.2	Recommendation	203
		6.3	Conclusion	214
8.	RESEARCH SUMMARY/ ANNOTATION OF PROJECT			217
9.	END PROJECT DELIVERABLES			219
10.	KEY OUTCOMES OF THE PROJECT			221
11.	ANNEXURE	10.1	Questionnaire for Engineering Academicians	223
		10.2	Questionnaire for Engineering Industrialists/ HR Professionals	235
		10.3	Questionnaire for Engineering Students	245