



A Study on Predicting Employability Outcomes Based on Training Performance

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Abstract:

Employability has become an important concern for educational institutions and training organizations in today's competitive job market. Training programs are designed to improve the knowledge, skills, and competencies required by employers. However, the effectiveness of training programs can be measured by analyzing how training performance influences employability outcomes. This study examines the relationship between training performance and employability among trainees in Hyderabad. The research aims to understand whether performance during training programs can predict employment opportunities and career readiness. Primary data was collected through a questionnaire survey from 50 trainees who completed skill development programs. Secondary data was obtained from journals, training reports, and websites related to employability and skill development. The findings indicate that training performance significantly influences employability outcomes, as trainees who perform well during training demonstrate higher confidence, better technical skills, and improved job readiness. The study concludes that effective training programs can enhance employability and improve career opportunities for individuals.

Keywords: Employability, Training Performance, Skill Development, Career Readiness

Introduction:

In today's rapidly changing job market, employability skills are essential for individuals seeking employment opportunities. Employers expect candidates to possess not only academic knowledge but also practical skills, problem-solving abilities, and communication competencies. Training programs provided by educational institutions, skill development centers, and organizations aim to bridge the gap between academic learning and industry requirements. These programs focus on developing technical skills, soft skills, and practical experience required in professional environments.

Training performance can be used as an indicator of employability potential. Individuals who perform well during training are more likely

to demonstrate the competencies required by employers. Therefore, evaluating training outcomes can help predict future employment prospects.

Problem Statement:

Although many training programs aim to improve employability, it is important to examine whether training performance actually predicts employment outcomes and career readiness among trainees.

Literature Review:

Yorke (2006) defined employability as a combination of skills, knowledge, and attributes that improve an individual's chances of obtaining employment.

Harvey (2001) stated that training programs and skill development initiatives play a key role in enhancing graduate employability.

Fugate, Kinicki, and Ashforth (2004) emphasized that employability depends on individual competencies, adaptability, and career identity.

Knight and Yorke (2004) suggested that employability development requires a combination of academic learning and practical training.

Bridgstock (2009) found that individuals with strong training performance demonstrate higher career success and employment opportunities.

Objectives of The Study:

1. To analyze the relationship between training performance and employability outcomes.
2. To evaluate the impact of training programs on skill development and job readiness.
3. To identify factors influencing employability among trainees.

Research Questions:

1. Does training performance influence employability outcomes?
2. Do training programs improve job readiness and skills?
3. What factors contribute to improved employability among trainees?

Research Methodology:

Research Design:

The study adopts a descriptive research design to analyze the relationship between training performance and employability.

Sample Size:

The sample size of the study is 50 respondents who have completed training programs.

Sample Area:

The research was conducted in Hyderabad city.

Data Collection:

Primary Data:

- Structured questionnaire survey among trainees.

Secondary Data:

- Research journals
- Training reports
- Websites and books related to employability and skill development

Sampling Technique:

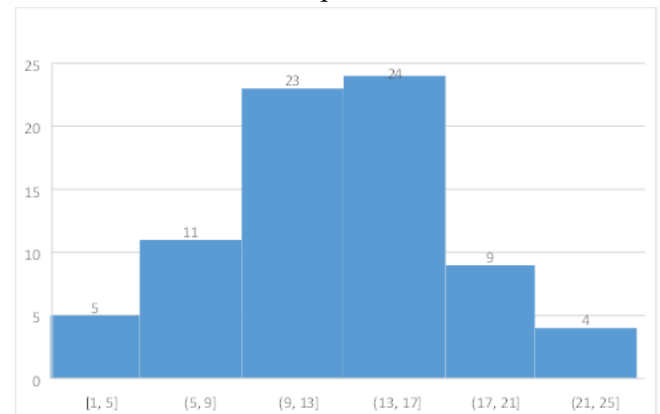
The study uses convenience sampling technique to collect responses from trainees.

Data Analysis:

Table 1: Training Performance Level

Performance Level	Respondents	Percentage
Excellent	16	32%
Good	18	36%
Average	10	20%
Poor	6	12%

Graph 1



(Bar chart showing training performance levels)

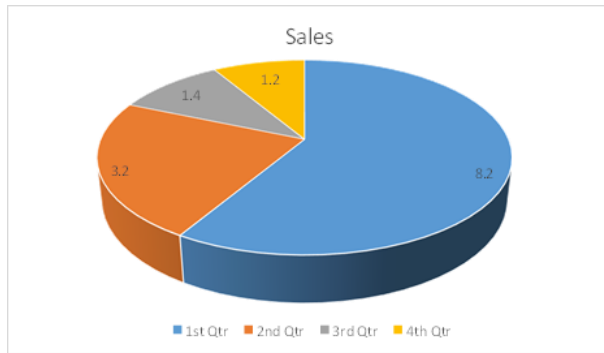
Interpretation:

The data shows that 68% of trainees have good or excellent performance during training programs, indicating a high level of skill development among participants.

Table 2: Employability Outcomes after Training

Outcome	Respondents	Percentage
Secured Employment	20	40%
Internship Opportunities	12	24%
Self-Employment	8	16%
Still Seeking Job	10	20%

Graph 2



(Pie chart showing employability outcomes)

Interpretation:

The analysis indicates that 40% of trainees secured employment after completing training, while others obtained internships or pursued self-employment opportunities.

Findings:

1. Training performance plays an important role in predicting employability outcomes.
2. Trainees with higher performance levels are more likely to secure employment.
3. Skill development programs improve job readiness and confidence among trainees.
4. Practical training improves technical and professional skills.
5. Training programs help individuals understand industry requirements.
6. Internships and practical exposure increase employability opportunities.

Suggestions:

1. Training programs should focus more on practical and industry-oriented skills.
2. Soft skills training should be included in skill development programs.
3. Organizations should collaborate with training institutes to provide internships.
4. Career guidance programs should be provided to trainees.
5. Training programs should be regularly updated according to industry needs.
6. Placement assistance should be provided after completion of training programs.

Conclusion:

Employability has become a critical factor in career development and economic growth. The study shows that training performance significantly influences employability outcomes among trainees. Individuals who perform well during training programs develop stronger skills, higher confidence, and better job readiness. Training institutions and organizations should focus on improving the quality of training programs to enhance employability opportunities. Effective skill development initiatives can help individuals meet industry expectations and improve their chances of securing employment.

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