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Original Article

A STUDY ON GAPS IN INDIAN EDUCATION SYSTEM AND INDUSTRY EMPLOYABILITY

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Abstract:

As India is growing in knowledge and increasing the use of technology in manufacturing goods and services, but the gaps in skills and requirements of industry are seen as a major constraint.
This research paper aims to understand the system of education in India and how it is mismatched with the industry employability.
The research focuses on analysing the education culture in India and how the graduates are facing problems to get a job due to lack of soft skills, limited practical knowledge, outdated syllabus, lack of vocal training, traditional method of teaching.
The research is based on both primary and secondary data. The primary data collected through a structure questionnaire using Google form. The survey was conducted among students and working professionals to understand their point of view on the education system of India, while secondary data is obtained from government reports, research journals etc.
The finals reveal that a large number of graduates face unemployment due to mismatch between education and occupation.
This study emphasizes the needs for aligning education with industrial needs to improve employability and support sustainable economic development in India.

Keywords: Education, unemployment, skills, industry employability

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Introduction:

Education is considered the foundation of economic growth and social development. As economies transition towards knowledge driven and technology intensive systems, employers increasingly demand graduates who possess not only technical expertise but also digital proficiency, problem-solving capacity, adaptability and strong interpersonal skills.

Practical knowledge and training are the backbone for those smooth functioning of work which helps in enhancing the quality of work life of employees and organisation development too. In India many or most of the colleges rely on traditional,

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examination-centric and rigid curriculum structure. They provide strong theoretical foundations, instead of enhancing practical knowledge and skills. Many times, students in India find it difficult to translate what they have learned theoretically to practical applications. Students are evaluated and judged on the rankings and marks achieved in the scheduled exams. This mismatch has created challenges of graduate unemployment, underemployment and skill gaps.

In contrast, the foreign education system emphasizes more on cultivating the skills learned and giving students a chance to apply them in real-world environments.

Objectives:

- To identify the key gaps between academic learnings and industry requirements.
- To analyse the present structure of the Indian education system.
- To Study the reason for unemployment among the educated youth in India.

Research Methodology:

The research methodology for this study adopts a descriptive and analytical research design. It uses a mixed method approach, Primary and secondary data.

A. Primary Data: Data collected for the first time by the researcher for the immediate research problem.

Method: survey method through Questionnaire (Google forms)

The sample size is 50 responses.

B. Secondary Data: Data that has already been collected, processed, or published by someone else.

Sources:

Times of India Newspaper, India skills report website, Ministry of education website.

Books:

Unequal: Why India lags behind its neighbours- By Swati Narayan

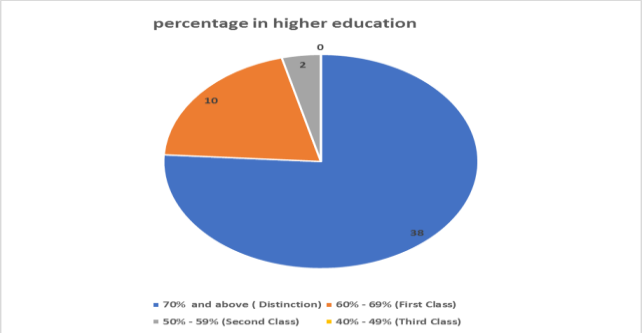
- Higher Education, Employment, and Economic Development in India- Edited by Ram Kumar Mishra, Sandeep Kumar Kujur, and K. Trivikram.

Findings:

Data Analysis: (Based on primary Data)

1.How many percentage you got in your higher education?

Percentage	**Number of respondents**
70% and above (Distinction)	38
60% - 69% (First Class)	10
50% - 59% (Second Class)	2
40% - 49% (Third Class)	0



Interpretation:

The pie chart shows that a majority of the respondents that is 38 students scored more than 70%, indicating a high level of academic achievement with (Distinction). 20% of the respondents (10) are belongs to (First Class) and very few students got percentage between 50% - 59%. It shows a strong theoretical knowledge of students in India.

2.How many internships you did during your graduation?

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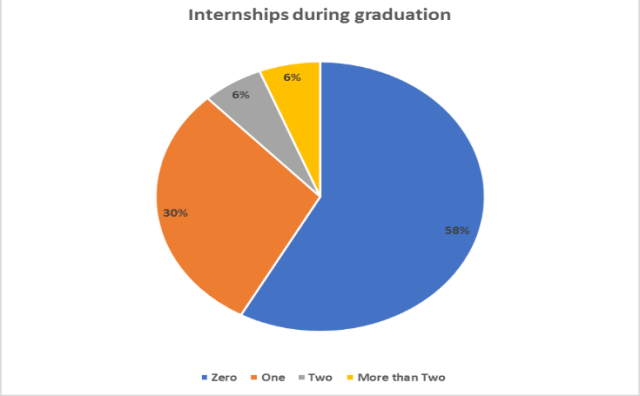
No of Internships	Percentage of Respondents
Zero	58%
One	30%
Two	6%
More than two	6%

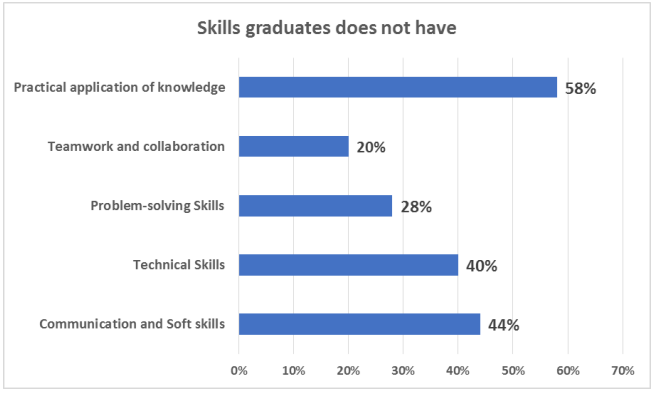


Interpretation:

The above pie chart shows that, 58% of respondents did not do any internship during their graduation. 30% of students did one internship and a small percentage of students did two and more than two internships. Which suggests that advanced or repeated industry exposure is quite limited. Overall, the findings reveal that most students have minimal or no internship experience, pointing to a gap between academic learning and practical industry exposure.

rding to you, which of the following skills the graduate doesn't have:

Skills	Percentage of Respondents
Communication and Soft skills	44%
Technical Skills	40%
Problem-solving Skills	28%
Teamwork and collaboration	20%
Practical application of knowledge	58%

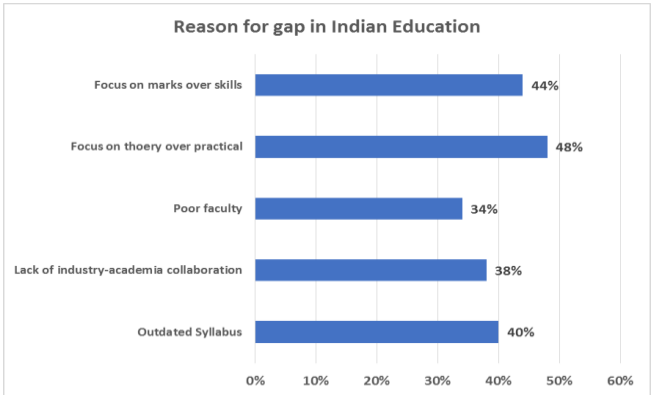


Interpretation:

The above bar chart shows that, the practical application of knowledge is the most lacking skill in India, as reported by 58% of respondents. This is followed by communication and soft skills (44%) and technical skills (40%). Additionally, 28% of respondents believe that graduates lack in problem-solving skills, while 20% feel that teamwork and collaboration skills are less in Indian students. Overall, the findings indicate a significant gap between academic learning and industry required skills.

4.**What is the main reason for this gap?**

Reason for gap	Percentage of Respondents
Outdated Syllabus	40%
Lack of industry-academia collaboration	38%
Poor faculty	34%
Focus on theory over practical	48%
Focus on marks over skills	44%



Interpretation:

The above bar chart shows respondent's views on the main reason for the gap between the education system and industry requirements. 48% of the respondents thinks the more focus on theory over practical learning. The second major reason is focus on marks over skills with 44% (22 respondents). Outdated syllabus is also a key factor, cited by 40% of respondents and 38% respondents reported due to lack of industry-academia collaboration. The least cited but still significant factor is poor faculty industry exposure, mentioned by 34%. Overall, the findings suggest that the education-industry gap mainly exists due to theoretical teaching methods, skill neglect, and also indicates limited practical industry experience among teachers affects learning outcomes.

Secondary Data:

India is the most populated country in the world, with a population exceeding 1.46 billion people. As per education.gov,in, in India over 15 million of graduates enter the job market annually. Approximately 7.5 to 9 million graduates struggle to find suitable employment due to mismatch between academic skills and industry needs.

In technical field like Engineers around 83% face challenges securing relevant jobs highlighting a critical skills gap in fields like AI, Data science and practical application.

Kerala, Haryana, Punjab, Bihar, Jammu and Kashmir faces high level of unemployment. According to Times of India Kerala has most unemployment educated youth from aged 15-29 years from late 2024, due to high literacy but job mismatch. Joblessness among females is significantly higher at 47.1%, while male face a lower unemployment rate of 19.3%.

As per Indian and Foreign education, Indian education is more rigid and focuses more on theoretical knowledge. The student's assessment in India is based on present exam evaluation, and judged on the rankings and marks achieved in the scheduled exams. There are few experiments, projects and hands-on activities, many students in India find it difficult to translate what they have learned theoretically to practical applications. But in Foreign education, it provides hands-on experiences and creativity. Students get to work in real-life projects, which prepares them for their jobs. Flexibility is a big part of studying abroad. Foreign education systems emphasise critical thinking and problem-solving, fostering innovation and creativity among students.

The requirements and expectations of companies from freshers or students is strong communication skills, problem-solving skills with strong academic record. Companies value adaptable candidates who can quickly adjust to changing work environment. Freshers should be able to work in diverse team with basic technical knowledge. The fresher should align with organizational values and culture and should be open to learning new skills, technologies, and processes as per linkedin. The industry expects freshers to possess a balanced combination of knowledge, skills, attitude, and professionalism. A degree alone is not sufficient; continuous learning, adaptability, and ethical behaviours are key to meeting industry expectations.

Conclusion:

The study on the gaps between the Indian education system and industry employability skills reveals a persistent disconnect between academic learning and workplace requirements. Although India produces a large number of graduates every year, many of them are unable to meet industry expectations due to an overemphasis on theoretical knowledge, remote learning, and examination-based evaluation. Practical exposure, critical thinking,

communication skills, and digital competencies remain insufficiently developed among students.

Bridging the gap between the Indian education system and industry employability skills is essential for transforming India's young population into a skilled and productive workforce. A shift from degree-oriented education to competency-based, industry-aligned learning will enhance employability, reduce unemployment, and promote economic growth. By fostering collaboration among educational institutions, industries, and policymakers, India can strengthen its human capital and achieve inclusive and sustainable national development.

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