CHAPTER 5
FINDINGS AND OBSERVATIONS

This chapter gives the findings from data analysis. All the findings are divided according to the source of data collection viz. data collected from Students/ Employees, data collected from their parents and lastly data collected from HR professionals.

Findings and Observations based on students’/ employees’ perspective

Total 408 students/ employees were approached for data collection. Out of these 408 241 were from vocational technical training program (YIT). Most of the respondents have experience between 12- 24 months. It was observed that more than half of the respondents were in the age group 22 -25 years. It was noted that only around 27% was the proportion of female in all respondents. This is because in India still today most of the engineering shop floor jobs are not thought suitable for females. It was also noted that all respondents have income of less than 2 lakh per year.

Employability of technical workers from their own perspective

It was surprising to find that almost half of the respondents were not sure if their technical education; whichever it may be (Vocational or conventional); have helped them in gaining skills or so. However more than 40% of the respondents think that their education has helped then in gaining required skills.

It is observed that more than 45% of the respondents feel that they were able to do their work independently because of their vocational education and on the job training. Only 24% of the respondents assume themselves as a more responsible person. Around equal proportion of respondents feel that technical education has no effect on being responsible person at work and home. More than half of the respondents were not sure about it. This may be due to position at which these people are hired. These positions are at the bottom of the pyramid which may restrict
their responsibilities and decision making ability. And therefore they themselves do not think as a more responsible person.

Frequency distribution showed that significant number of respondents feel that due to their technical education they are considered as reliable employees. From statistical analysis it was found that employees who have done their technical course from conventional and vocational programme, of different gender, of different age and with different income differ in their perception of their own employability.

**Socio-economic status of technical workers from their own perspective**

More than half of the respondents agreed that they have friends of good repute at workplace and in society. This indicates that most of the employees (both-of YIT and those who received formal technical education) have good social life. Most of the respondents feel that they find enough time for their hobbies. This indicates that most of them enjoy a good quality of life.

It is observed that around half of the respondents agreed that their income has increased after completing polytechnic course (either from vocational or conventional polytechnic programme). It is also observed that half of the respondents feel that they could save some amount of their income for their future. Notable thing is that they agree that this could have been possible because of their technical education which helped them get employment.

It was found that more than 65% of respondents feel that they live healthy lives. This indicates that these employees have good health. The overall mean of the socio-economic status subscale is 3.41. This high value of mean for large sample size indicates that polytechnic students’ socio-economic status is positively affected by their education.

Statistical analysis showed that all demographics are significantly related with the socio-economic status of the employees. In other words employees who have done their technical
course from either conventional or vocational programme, of different gender, of different age and with different income differ in their perception of their own socio-economic status.

**Findings and Observations based on parents’/ spouses’ perspective**

Out of 398 responses collected from parents/ spouses of employees; 230 reported that their wards/ spouses had completed their technical education from YIT (Vocational technical education) and 168 responses said that their wards/ spouses completed technical education through conventional education system.

**Employability of technical workers from their parents’/ spouses’ perspectives**

Data summarisation has showed that significant number of respondents think that their ward/ spouse have gained required professional skills, became able to work independently. Around 39% of the respondents think that their ward/ spouse became more responsible person. This is because most of the students/ employees are less than 25 years of age and are unmarried. This is why their parents still think that their ward is not yet more responsible person.

More than half of the respondents feel that technical education has made their wards/ spouses more reliable employees. From descriptive statistics it was found that all statements’ mean values are also greater than 3.1 on 5 point scale. This indicates that employees who have completed their polytechnic education are employable compared to their counterparts in the society in their parents’/ spouses’ perception. Parents’/ spouses’ of employees having different educational background (Vocational/ traditional), of different gender differ in their perception of employability of their ward/ spouse significantly.
Socio-economic status of technical workers from their parents'/ spouses’ perspectives

55% of respondents think that their ward/spouse have good friends at workplace and society in general. They attribute this thing to their wards'/spouses’ technical education. This is also an indication of good social life. 60% of the respondents think that their wards/spouses find enough time for their hobbies. This indicates that they may be satisfied in their job and their stress level is low therefore they are in good state of mind. More than half of respondents perceive that their wards/spouses live healthy lives. This also signifies that students/employees in this study are satisfied with their job and due to low work stress they are living good life.

Almost half of the respondents perceive that their wards'/spouses’ income has increased after passing polytechnic course {either from YIT (Vocational Programme or through conventional education system)}. More than half of respondents think that their wards/spouses were able to save some of their income for their own future. This indicates that the technical education has helped these employees in improving their socio-economic status.

The overall mean of the socio-economic status (in parents'/spouses’ perspective) subscale is 3.42 on 5 point scale which indicates socio-economic status of the employees who have taken technical education is relatively higher.

From statistical analysis it is noted that only polytechnic course has significant relationship with the socio-economic status of the employees. It was surprising to understand that income is not significantly related with the socio-economic status. But it may be due to social status is also considered along with economic status. It can be assumed that employees whose income is higher for them there are other factors (than income) which may have effect on their social life. There are many students/employees who are not native from Pune. Their social life may not be that much satisfying as compared to their counterparts who are native from Pune.
Findings and Observations based on HR professionals’ perspectives.

It was seen that majority of the organizations employ 51-80 YIT students and around 28% of organization employ more 81-110 YIT students. It was also found that significant number (43%) of the organizations employ 81-110 polytechnic employees who have completed their polytechnic course from conventional technical education system. 37% of the organizations employ 51-80 such technical employees.

Significant number of HR professionals (60%) agrees that the students receiving vocational training are more trainable as compared with the students receiving traditional technical education. This signifies that vocational education is more effective. It is noteworthy that 41% of the respondents agree with the statement “Costs involved in the training YIT Students are less as compared to other employees”. Furthermore 55% of the respondents think that the effectiveness of training among YIT students is better as compared to their counterparts. More than half of the respondents think that YIT students utilize their learning better than their counterparts. This shows that YIT students grasp training more effectively.

Overall mean of the employability (HR perspective) subscale is 3.80 on the 5 point Likert’s scale. This signifies that respondents think that YIT students are more employable that their counterparts.

Findings from Hypotheses testing

There is significant positive correlation between vocational training and employability of students (students’/ employees’ own perception). This means that vocational training improves the employability of the person according to employees’ views. It was found that in parents’/spouses’ views also there is significant positive correlation between vocational training and
employability of students. This finding is line with that of Gupta (2014), the study suggested that by undergoing Vocational training employability can be enhanced.

It was found that there is significant correlation between vocational training and socio-economic status of students in views of parents and students/employees also. This means that vocational training improves socio-economic status of the employees significantly. This correlation was studied for the first time so far, therefore this finding is the contribution to the existing literature on this topic.

From the results of Pearson’s correlation it was interpreted that as number of Non-YIT technical employees increases the salary and training expenditure also increases significantly as compared when the number of YIT students is higher than Non-YIT technical employees. This is because YIT students are considered as trainees and not full time employees. Thus organizations employing such students need not to be paid with provident funds. Therefore expenses of organizations on provident funds have reduced significantly. Furthermore such students work on shop floor from day one of their admission to vocational education system. This helps them to acquire required skills in short period of time compared to their counterparts who join organization after their technical education. Therefore HR professionals prefer YIT (vocational education) students over other pass out students. Such correlation was studied for the first time so far through this research. Therefore this is the significant contribution to the existing literature and will give appropriate guidance to all stakeholders.