



Prospects & Challenges in Higher Education—A Study on Job Opportunities for Physical Education & National Economic Development

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Abstract

India occupies the third-largest position in global higher education, with nearly 400 universities and 18,000 colleges across public and private sectors. As a developing nation, India must rely on its well-educated youth to drive growth and development. Today, Indian students not only seek opportunities within the country but also abroad, particularly in the USA, UK, Australia, Germany, and Japan. With a competitive spirit and without barriers of caste, gender, or community, youth are increasingly pursuing professional, technical, and management courses to face global challenges.

In India, higher education opportunities are vast, ranging from engineering, management, law, pharmacy, biotechnology, and agriculture to medicine, IT, and physical education. However, despite the large number of graduates produced every year, unemployment remains a serious issue. The root cause lies in outdated, theory-oriented curricula that fail to match industry and market requirements. As a result, many degree holders struggle to secure jobs or acquire employable skills.

There is a pressing need for a demand-driven, skill-based education system that emphasizes conceptual learning, workshops, internships, projects, debates, and seminars. Stronger collaboration between universities and industries can create apprenticeship opportunities, supported by stipends to ease students' transition into the workforce.

This paper highlights the significance of higher education, challenges faced by youth in securing employment, and the critical role of government and corporate sectors in implementing a need-based education system that bridges the gap between learning and livelihood.

Keywords: Higher education opportunities and challenges, need-based education system, curriculum design, job market requirement curriculum, growth and development of Indian economy, conventional and non-conventional courses).

Introduction

Indian has occupied 1st largest position in population, we have abundant human resources so that we can create wonders if they are properly and suitably educated and appropriately placed in employment for the growth and development of our economy. Both in knowledge application, education, and hard work, we have a good knowledge application in the world. Every year, our youth, after completion of their education and even after their graduation they are going to foreign countries USA., UK., Australia, Germany, and Japan. After their graduation and post-graduation, they are going to settle in foreign employment. This is with the interest, initiative, hard work, and knowledge application attitude of our Indians. Higher education provides knowledge, wisdom, application, critical and analytical thinking, judgement, research-oriented skills.

For Providing appropriate employment to the youth in any developing country like India, the job market, like industrial, corporate business sector, software solution companies, Banking, insurance organisations, and pharma companies; will specify certain qualifications, job-oriented skills, practical experience, and communicative skills. Higher educational institutions are best spots, and they are the campus selection centres for the selection suitable candidates for the placement in their organisations.

It may be a big challenge to the students and job aspirants. They will get highest score in their degree courses examinations. But those candidates have no communication skills, soft skills, application skills. This is a great backlog to the students. In addition to the regular curriculum course, every student must habituate and learn writing skills,

communicative skills and knowledge applicability skills, resume writing, facing interview, debating, elocution etc.



Fig 1: Empowering Indian Youth through Higher Education and Employment Opportunities

The higher educational institutions both from Public and corporate must train the students by conducting special orientation programmes through, placement cells and select students for the purpose of facing recruitment and selection process. Every educational institution must keep in mind that every student should get appointment order from a reputed Company, in addition to the degree certificate. Then only the problem of unemployment in our country will be solved. Migration to foreign countries also will be reduced. The service of youth is powerful source for the growth and development of Indian economy. They must be used for all the sectors development. Every opportunity for their improvement the educational institutes must provide to overcome their problems.

There are no Research orientations, research skills, ideas among faculty. Faculty completely dedicated to cover their curriculum syllabus and get students ready for examination. CBCS., Semester system will not provide any time for faculty to concentrate on student research projects and even to teach fundamentals of research methodology. Traditional and conventional teaching will give additional subject knowledge, analytical thinking critical approach only through the research subject orientation. In every faculty or stream of course, Research Methodology, Computer subject knowledge should be the part of curriculum.

Significance of the Study

Education is a powerful tool and weapon to face the challenges. Analytical thinking, of the problem and it can elaborately be discussed with relevant data and its analysis to get a solution. The role of higher educational institutions is very crucial at this point. Moulding the students' behaviour, attitudes, and their character building is completely in their hands. They must design programmes accordingly with suitable plan of action. Every programme must have a target and goal setting. With all strict discipline, dedication, determination educational institutions must proceed. Student future development must be useful for the institutional development. After the course completion certificate, every student must be able face the life problems and challenges in their career development. That challenging attitude should be developed among youth and prepared with suitable plans. In this regard., the educational institutions should teach the students not only curriculum syllabus but general knowledge,

current affairs, career development, life skills, values of life, needs of the society, corporate social responsibility, human values, respecting parents, teachers, our culture, patriotism ethical values and certain standards to be followed in our life. Also habituate the helping hand to the country whenever the country badly in need of their help.

Therefore, this study mainly based on Higher educational opportunities to students and further mainly how to face the challenges, problems in designing and planning their career development. Teachers must play the best role for the empowerment of student youth. They must guide their students in their career development and further higher educational opportunities.

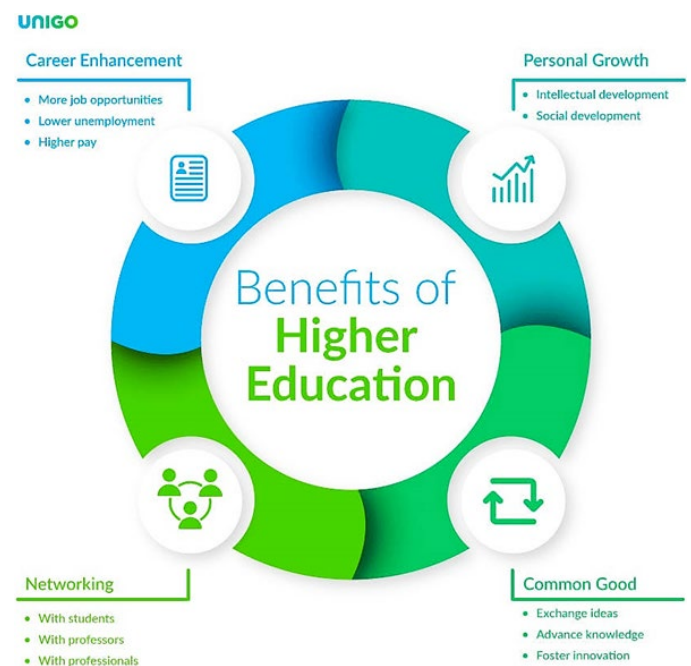


Fig 2: Benefits of Higher Education

For the country's overall development, the role of youth, educational institutions and teachers are very crucial and important. The future of our country will be shaped and designed in the classroom with the teachers and students. Today's youth would decide the future vision of our India if they properly guided by the higher education institutions.

Review of the Literature: Job Recruitment and Selection Procedures

The present-day job market situation is highly competitive in nature. Mere having qualified the academic degrees is not enough today to face the competition in the job market. Lakhs and crores of graduates, post graduates, B. Techs and Management Professional degree holders in our country. They are increasing year after year. But jobs are not that much are available. College education, Physical education, Professional courses, computer and other technical courses now providing sufficient knowledge and skills to the youth. And also try to train the students on the job-oriented skills, computer skills, soft spoken skills, Personality Development skills resume writing skills, interview facing skills, VIVA attending-facing skills in the college through the Placement Cells, Jawahar Knowledge Centre, Skill Development courses of the concerned departments from the educational Institutions. With effect from the joining the undergraduate courses.

Mohammad Shabbir and Hina Jalal (2018): This paper mainly studied focussing the relation between higher

education and employment opportunities, to the youth after their education. And this study depends on field study collecting primary study revealed that the higher education is meant of employment in the world. Most of the participants of the study opined that the educational institutions should be given career guidance opportunities, counselling to the youth on the problems and challenges, faced by them. They also requesting to provide on job internship and on job training. Finally, the youth on education are mainly focussed on their future employment opportunities.

Current Issues and Prospects in Higher Education (2019):

It is the comprehensive study on the prospects and issues of higher education and studied various aspects like quality of education provided, classroom designing, Research and training, internship and on job training career guidance and counselling aspects in the book. Further they studied the transformation of youth, best teaching learning practices, student and teacher quality and relationship and learning attitudes of students, Research attitude and training in the higher education etc., topics were covered for the awareness of the readers on the purpose of education.

Education to Employment- The Role of University Career Guidance, Anoushka Saraf (2023):

It is the study made on education youth for their future employment – The role of universities for career-guidance, research and training opportunities on the employment opportunities in Jordan. This study mainly focussed on the career guidance of employment opportunities. Through the surveys, interviews key facts and findings were identified some mis-match of the educational courses not related to the present-day job market. And due to lack communication and soft skills, technical skills youth are missing job opportunities. Proper training on soft skills, communication skills, interview skills, resume preparation skills, personality development classes should be provided the Job oriented course to the various course students.

Job Opportunities in Government and Corporate Sector

But the youth are with high expectation on government jobs. Government may not be in a position to provide the jobs. Not filling the vacancies after the persons retired in the vacant posts with financial problems. Governments are running on the public welfare schemes only to the various categories, social pensions, other free money distribution schemes to the public on the name of various welfare schemes. Un employment problem is continuing progressively.

Next the Private employment opportunities, in software, hardware, banking sector, insurance sector, pharma companies, Multinational Corporations, Teacher vacancies, in private schools and colleges, government teacher post through DSC recruitment, Police department vacancies, Group I, II, III, IV vacancies from various government departments are giving the notifications now and then. Recruitment procedure is very lengthy, long time-taking process. Meanwhile the court cases with legal issues, recruitment process will be stopped at any time with the court stay orders.

Private and Corporate Level Job Opportunities and Corporate Campus Level

For the limited job opportunities, available In Software, hardware, MNCs, Pharma companies, Banking and Insurance sector Private corporate sector employment opportunities are only now open to youth. Campus Placement Drives are conducting the recruitment and selection process. Police Recruitment, Army recruitment is also completing the recruitment process very fast. Selecting the candidates with

specific job requirements approaching the colleges, conducting job placement recruitment process. They will give top priority to the merit students, having computer soft skills and communication skills, personality development skills, interview VIVA skills with the consultation of College Management. Only Merit and with soft skills only are getting opportunity in campus recruitment process.

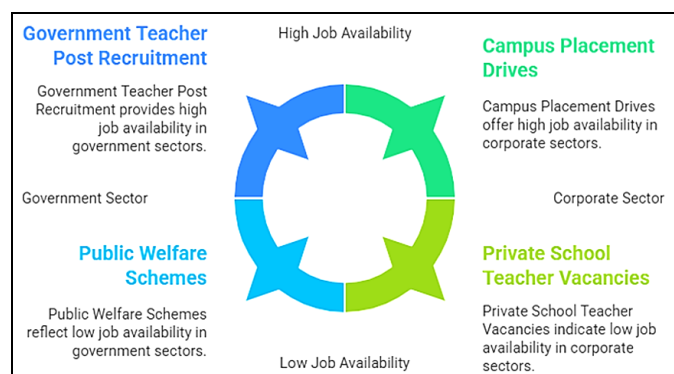


Fig 3: Job Opportunities and Challenges in Government and Corporate Sectors

Objectives of the Study

- To Examine the Educational and employment opportunities available to youth within the country and in overseas
- To discuss the challenges, problems, and issues in capturing the higher education and career development and employment opportunities.
- Suggestions for the higher education opportunities, youth overall empowerment for the development of Indian economy

Statement of the Problem

The educational institutions are providing higher education opportunities to student community, to face the challenges and problems in their lives and to design their life career development. Their services are very crucial for the country economic development so that the country will be enriched with youth sources in various sectors development. The Real time educational opportunities not available at present in the educational institutions. Additional courses, curriculum designing if any need to be changed as per the needs of job market. Challenges faced by youth in getting employment opportunities, the reasons for that are be analysed. What are the additional job courses requirement. Suggestions for the improvement of opportunities are to be discussed in this paper.

Conceptual Frame Work

Educational and Employment Opportunities to the Youth

Providing and getting education in any country must be a fundamental right to the citizens of country. If the country is enriched with literacy, Country's overall development is possible especially scientifically and technologically and sustainable development in agriculture, industrial sector, atomic energy, communication technology, infrastructure development like Highway roads and development, transportation, irrigation and electricity made easy. Country's economic development is also possible. Youth should be provided to improve the minimum literacy in the country; and to provide higher education in scientific, technical courses and management professional courses after their secondary education. Higher education curriculum also should be

designed and developed according to the needs of the country Industrial needs, for the scientific and technical development. Country's defence technology for the army requirements also should be development and trained the army staff for country security purposes. For the country's self-sustainability, Growth and Development and knowledge application education is needed to youth. Youth, women, farmer student business trade development and the empowerment should be achieved. The "Research and Development" and the training and Development activities shall be provided and improved. They should be the part of educational curriculum. Innovate curriculum, creative thinking, designing job oriented and technical education opportunities, for the appropriate job opportunities also should be provided to youth to avoid overseas migration.

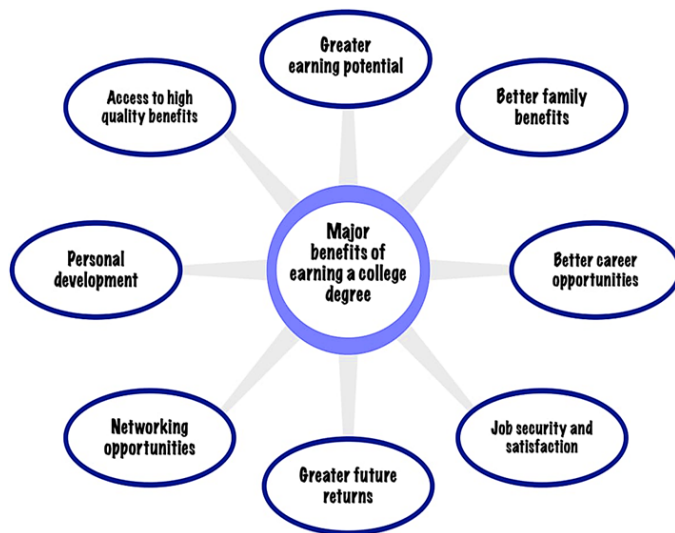


Fig 4: Key Advantages of earning a college Degree

Various Professional Courses – Research, Training and Development-Job Opportunities:

1. General Courses

UG & PG Level: in the University Colleges: JOB opportunities:

B.A., B.Com., B.Sc., BBA, B. PEd., B.Ed., B. Law., B. Pharmacy, B. Sc. (Bio Technology, Bio-Chemistry), B. Li.sc. PGDCA., PGDM., PGDBF., PGDRM., BSc Agri, PGDHRM, PGDHM. PGDBA etc. courses are now available.

..in the various educational institutions, UG and PG Colleges of both Government and Private colleges.

to provide job opportunities in state and central government departments and private corporate level organisations, public sector units, banking and insurance organisations, and in various government corporations for the clerical level. Group IV services, cadres, Assistant cadre, accountant, legal advisers, legal consultants, management trainees, and as managers, Pharmacist posts, bank clerical jobs, Insurance Assistant jobs. Group II and III level posts in Government departments.

The youth who were qualified in the 'physical education course' like B. P.Ed. course in the concerned college will have abundant job opportunities as Physical Education Teachers,

YOGA, Certificates, Diploma holders will have jobs as YOGA trainers and couches in Meditation, B. P.Ed. and Physical education graduates will be appointed as Sports Coaches in Sport development authorities and institutes.

B.Ed. graduates, Languages pandits teacher training graduates they will be appointed as teachers, for government and private

schools as S.G. Assistant, School Assistants and Languages pandits B. Li.sc., Graduates will be appointed as Librarians in Private and government schools and colleges.

Law graduates will be generally practice as Advocates in the court of Law and will be appointed as Legal advisers in insurance and bank organisations temporarily contract basis as legal consultants.

B. Pharmacy graduates as Medical Assistants, nursing and to run as medical shops and to work as Assistants, compounders with medical dispensaries. Nursing Graduates will also be appointed as Nurses in Government and Private Medical hospitals.

The PGDM, Management course graduates will be appointed as Management trainees, Assistant Managers, in the Private and public companies.

The DCA and PGDCA course students will get jobs as Computer operators, Data entry operators.

Post Graduate Courses: M.Sc. in all streams, M.Com., M.A. in all specialised streams MBA., Management courses in IIM, I. B. Schools., M. P. Ed. M. Li. Sc., M. Law., M. Pharmacy will have better job opportunities at higher cadre in higher level institutions. M.A., M. Com and M. Sc and MBA s with NET and Ph. D postgraduates, qualified candidates will get Lecturers and faculty positions in U. G, and Post Graduates college.

M.Ed., qualified candidates in Physical education will have abundant job opportunities in Physical education colleges as, Physical Education Trainees, Coaches. Assistant Physical Directors, and Physical Directors position in the Physical Education Colleges limitedly available country wide. And their services will be availed on contract basis in the District Sport Authorities as Coaches, Sports Managers, Tournament Managers etc. Also, their services can be availed as N.C.C and N.S.S and army defence services on contract and time bound programmes for the national integration development programmes, and national patriotic programs at state and central level educational institutions. To maintain institution level Discipline, the services of Physical Directors will be used by the educational institutions.

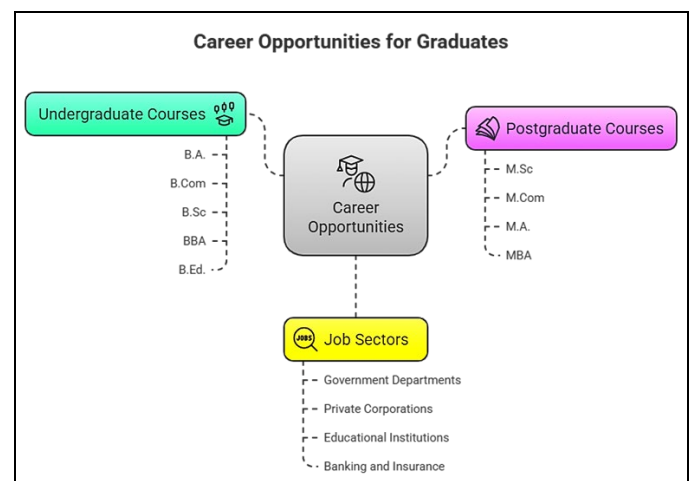


Fig 5: Career Opportunities for Graduates

2. Challenges and Problems in High Education Institutions, and Aspirants

- Lack of curriculum designing as per the industrial job requirement is the main problem today for the educational institutions. Infrastructure development, curriculum designing and lab and library facilities.

- ii). Research and development activities and faculty appointments are essentially needed in the educational institutions.
- iii). Capital investment heavily required for the creation of infrastructure, Research development lab and library facilities.
- iv). Political interference, political administrative environment prevailed in the present engineering, management, medical colleges because these institutions management, maintenance and ownership vested on their shoulders. Therefore, today educational institutions are running on commercial lines, with profit orientation.
- v). Placement, selections and recruitments after completion of professional courses is now a big problem to the youth. No placement guarantees after education completed. Education now a days is a purchasing commodity from a commercial organisation. Therefore, the students expect employment opportunities from the institutions.
- vi). Lack of Training and development facilities in the concerned trades. Computer engineering, mechanical engineering, civil engineering, artificial intelligence wing to the students.
- vii). All the students not given internship training, on job training. Students must be selected for the internship training in various corporate industrial organizations to get the training.
- viii). Live projects should be offered to the students in the various corporate industrial organisations so that they are habituated for the job environment.
- ix). Lack of play grounds, sports equipment, coaches, sports and games logistics in the practices. In the educational institutions to train the students for the sports and games. Students are unable to participate in the national and international platforms, Olympics, Asian Games.

Political interferences in the selection of the international games and competitions without following merit strictly. Therefore. We are not getting of gold medals as expected.

- i). Lack of efficient coaches, trainers for the training, and lack of orientation camps to the youth training.
- ii). Placement cells in the colleges maintaining nominally to attract and show them to the students at the time of admissions.
- iii). Educational institutions must have tie ups with the corporate industrial organisation with M.O.U.s. To invite them frequently to show the excellence of placement cell, facilities, labs and library and project works of the students., Research and development wing in the department.

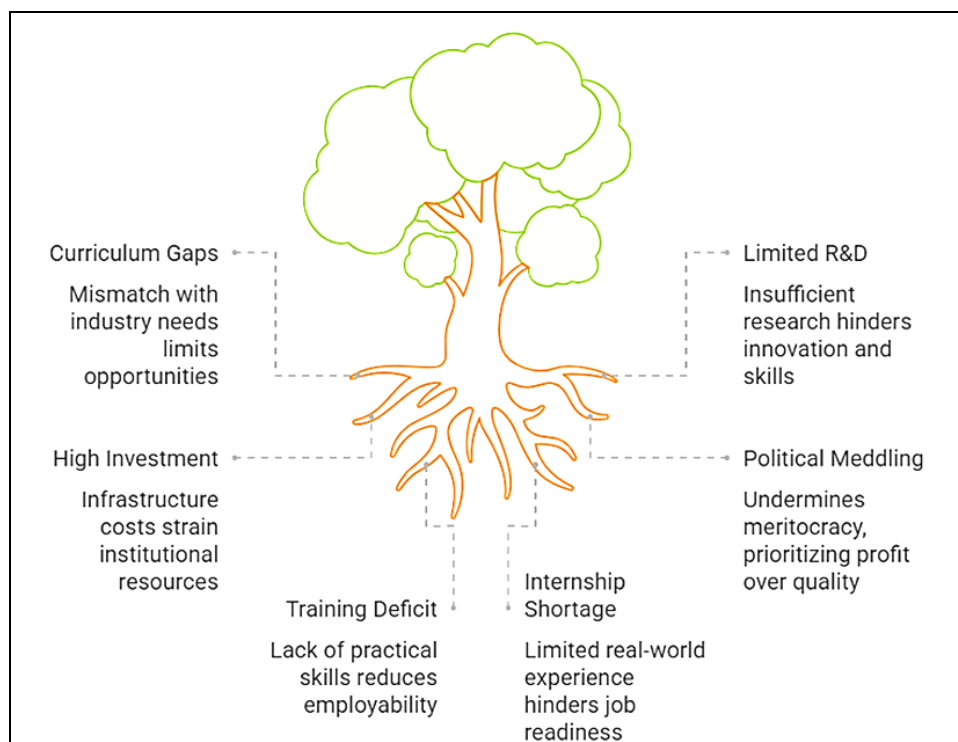


Fig 6: Root Causes of Challenges in Higher Education

3. Suggestions for the Empowerment of Educational Institutions

- i). Educational institutions, must be enriched with all facilities, like, the Research development activities for undertaking research projects, computer labs., Digitalised Library facilities.
- ii). Sufficient infrastructure facilities, teaching faculty for all the departments, hostel facilities. With the accreditation of the concerned AICTE., UGC., Permanent affiliation and with NAAC grading.
- iii). Campus Placement Cell should be in active condition with placement activities to the graduates, and post graduates.
- iv). Educational institutions must have tie-up with corporate industrial organisations, large sized companies, Research departments, Central and State government department for extending their collaboration in the science and technology, Research training and development activities.
- v). Physical education departments, in the colleges must have sufficient play-ground, sports and games logistics, Gym lab. Training coaches, regular practice of games and sports in the college campus. They must have M.O.U with Sports Authority of India organisation and District Sport authorities in conducting of games and sports. They must sponsor students for Inter collegiate,

- inter district and inter-state competitions and finally countrywide competitions.
- vi). Educational institutions must conduct and sponsor the students as management trainees, internship to various large sized corporate industrial organisation for having live project work in those companies.
 - vii). Curriculum should properly be designed as per the industrial organisation, requirements of and as per the job market. All the students must properly be trained in soft skills, research projects, communication skill and interview attending and debate discussions and participation. Mock interviews, skill development trainings also should be provided to all the students.
 - viii). N.C.C. wings and N.S.S Wings must be provided to the students so that they have future placement reservation opportunities and defence service recruitment opportunities.
 - ix). Physical education activities must strengthen, national and international, inter-state, inter college and inter district sport competitions must be conducted in the colleges and the students must be coached and trained properly and get ready them for the competitions. In future Sport quota reservations shall be provided to the Job aspirants.
 - x). Political interference in college administrations, admissions, and placement drive selections. Merit should be honoured irrespective of caste reservations. All communities must be given preference in the recruitments as per the merit and quality basis
 - xi). Newly designed course must be planned like Computer training to all the faculty students, Research and Development activities, projects-works should be guided. Artificial intelligence, quantum computing, Blockchain technology, machine learning course should be introduced as a part of curriculum as per the requirement of industrial requirement, software companies.

accounts and Teaching B. Com of the Commerce & accountancy course.

Placement cell must be activated with the recruitment & selection of the educated youth in the colleges to the reputed commercial organisations.

Curriculum must be planned and designed according to the job market and industrial requirement. Latest technology courses must be introduced to the general course as optional subjects.

Physical education departments must be strengthened regular sports, and games must be practiced in the college. National and international level sports and games competitions must conduct in district, state levels for the students mental, and physical talents and for their future employment opportunities as Sports Coach, trainers, Sport event Managers, P.E.Ts and Physical directors.

N.C.C and N.S.S. Guides and Scouts must be conducted in the colleges so that the college students will be moulded with utmost disciplined so that their services shall be used in various events.

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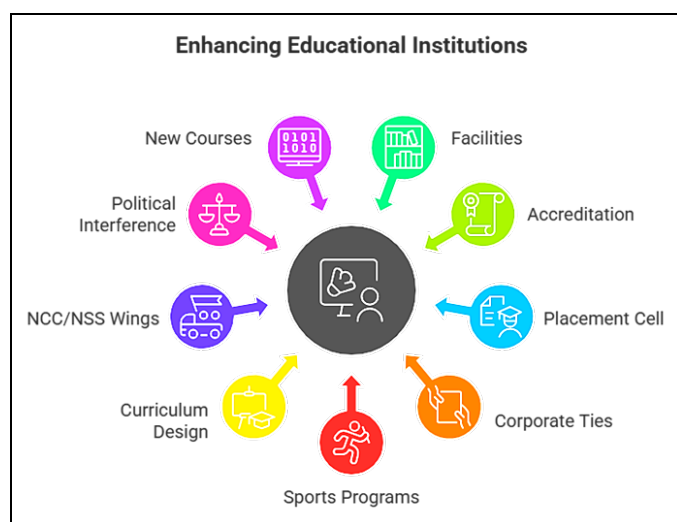


Fig 7: Enhancing Educational Institutions

Findings, Summary, Conclusions

Higher education in professional course, management courses, C.A., course, ICWAI cost accountancy B. Com B.Sc. courses re very much useful for the todays job market. Those who are completed these courses must pan their future career planning Ex: MCom finance, taxation, corp. finance course can select the Tax consultant career, auditing of company