

**THE STUDY ON RELATIONSHIP BETWEEN ACADEMIC EXCELLENCE AND JOB READINESS**

*\* Asst. Prof. Uma Raguraman*

*\* Department of Management Studies, N. G. Acharya & D. K. Marathe College of Arts, Science and Commerce*

**Abstract:**

Academic performance, often measured by GPA, generally has a positive, though moderate, correlation with job readiness and early career success. While high grades suggest better theoretical knowledge and learning capacity, employers increasingly prioritize a mix of soft skills, practical experience, and adaptability over academic results alone. Student's going through this transition from classroom to the workplace have never been studied or understood in terms of their related work readiness. This study therefore perceives work readiness as well as influencing academic characteristics in relation to job readiness. Primary data has been collected through a structured questionnaire and was shared with 36 graduates' students in Mumbai University. Secondary data has been collected from various websites, journals, and articles. The study adopts quantitative data in a descriptive approach to assist graduates pertaining to perception of Graduates in relation to job readiness. The data has been analysed using simple percentage method and has been interpreted accordingly based on results. From the study it can be concluded that the role of colleges in making student job ready is immense. Colleges should design curriculum in such a way that a student is academically strong as well as skill sets are to be improved to make a student job ready.

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**Introduction:**

In today's dynamic job market, academic excellence alone is no longer sufficient to ensure employment. While high academic performance reflects a student's knowledge and dedication, employers increasingly seek candidates who are job-ready, possessing both technical and soft skills. This study aims to analyse the relationship between academic excellence and job readiness among students and to determine whether academic success directly contributes to employability.

**Objectives of the study:**

- To examine the relationship between academic performance and job readiness
- To identify the skills required for job readiness
- To analyse whether high academic achievers are better prepared for jobs
- To suggest ways to improve job readiness among students

**Significance of the study:**

UGC in India has indicated that graduate degrees are not only highly valuable but are in high demand by employers. Based on major industry reports like Mercer | Mettl's India Graduate Skill Index and the CII India Skills Report (which includes partnerships with AICTE and AIU, representing higher education oversight), the employability percentage of fresh graduates in India shows a marginal decline in overall employability but rising proficiency in technical roles between 2023 and 2025.

It is important for graduate students moving out of universities be prepared and ready for the new job demands of the future. It is an understood fact that the career development of an individual is no longer linear but is dependent on the individual capabilities.

**Review Literature:**

Dr. Kavitha Deasia and Jyotirmayee Ramisetty in their journal "Employability Skill Training Intervention in Higher Education in India: A Model Based Study"

(2021) highlighted that economic development of a country depends on the level and quality of skill Sets of labour market. Corporations that have more than 2,500 employees and large campuses should take the onus of collaborating with the HEIs to train graduating students to make them industry ready. There are several ways to fulfil this collaboration such as internships, workshops and live projects which can provide the students opportunities to experience the work life and employer expectations.

Sanjeev Kumar and Parth Patel in their journal “Work-readiness of Indian graduates: A multi-stakeholder approach to assess competence deficits and causes, and possible solutions” (2019) suggested that considering that the alignment of subjective work-readiness competencies between graduates and employers is vital for smooth transitions from university/college to work, this study found a range of competence deficits based on the observations of both the stakeholders, from the perspectives of policy makers. In doing so, this chapter develops a foundational understanding and perspective of three main stakeholders concerning competence deficits of Indian graduates, causes and recommended solutions for the same. Many employers have also

#### Data Analysis:

1) Majority of students lack practical exposure.

shown concern that employees lack necessary skills to perform jobs. There is enough evidence to point out that the skills picked up in graduate and undergraduate programmes.

#### Research Methodology:

This study is descriptive and based on primary data from graduates and secondary data collected from reports, journals, and government publications.

#### Hypothesis:

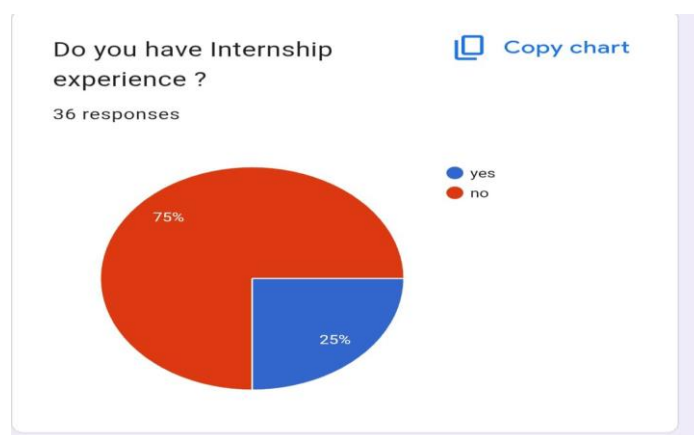
**Null Hypothesis (H<sub>0</sub>):** There is no significant relationship between academic excellence and job readiness.

**Alternative Hypothesis (H<sub>1</sub>):** There is a significant relationship between academic excellence and job readiness.

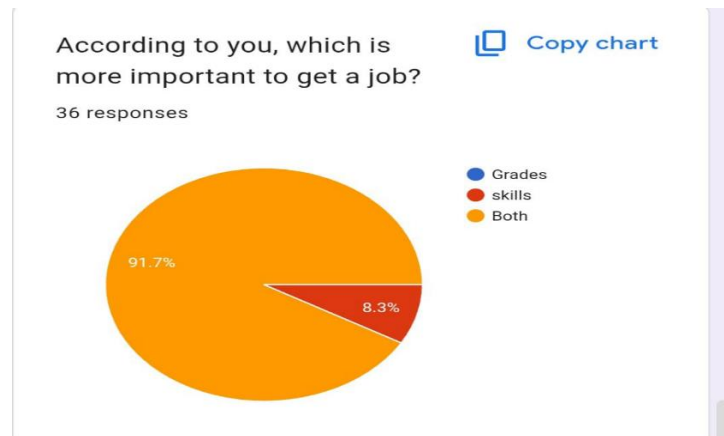
#### Methodology:

**Purpose of the Study:** The purpose of the study is understand the relationship between the academic excellence and job readiness.

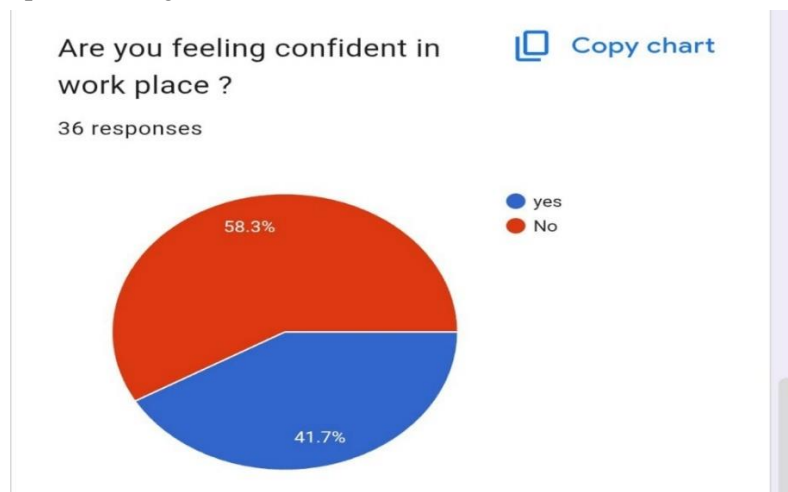
**Population and Sample:** The target population for this study are graduate program (Bcom, BBI, BMS, BA, BAF, and BSC) completed in 2023, 2024 and 2025. A total sample of 36 graduate program completers were taken.



2) Most of the respondents believe both skills and academics are important.



3) Students with internships shows higher confidence.



4) Student's Technical skills were low.



**Data findings:**

- Academic excellence helps in building knowledge.
- It does not guarantee job readiness.
- Soft skills and practical experience are equally important.
- Employers prefer candidates with balanced abilities.

In order survive in the current job market, students should have both academic excellence, soft skills, technical skills, communication skills and practical experience.

**Suggestions:**

- We have to Include skill-based learning in curriculum
- We have to encourage students to go for internships and attend training programs
- We should focus on communication and personality development
- We should conduct employability enhancement workshops and career guidance sessions.
- We should encourage programs for vocational and skill-based training
- We should boost contemporary teaching techniques and digital education.

- We should increase employment opportunities that are in line with education and skill levels.

**Conclusions:**

The study concludes that academic excellence and job readiness are related but not directly proportional. While academic success provides a strong foundation, job readiness depends on a combination of skills, experience, and attitude. Therefore, students must focus on overall development to succeed in their careers.

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