

STATUS OF ENGINEERING COLLEGES INFLUENCES ON THE COMPETENCY PROFILE OF ENGINEERING GRADUATES

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ABSTRACT

Having an industrial and academic experience for more than 3 decades in various functions both in technical as well managerial (Human Resource Management and Human Resource Development), the author was able to clearly gauge the required Behavioral and Technical competencies of the executing engineers to take up the organization towards an expected profitable zone amidst the tough competitive business scenario. The author found a huge gap between the expected and existing competencies among the Engineering Graduates. Also, the authors believe that the status of Engineering Colleges has much influence on the development of competencies among engineering graduates and hence this study. The authors have undertaken Descriptive Research study among the Engineering Graduates (Fresh BE. and B.Tech.) selected for one year Graduate Apprenticeship at a Heavy Engineering and Manufacturing Public Sector. The sample size was 149 having the mixture of major discipline in Engineering and passed out from different colleges in Tamilnadu. At the time of their joining the organization, data were collected through a structured questionnaire. Census sampling procedure was applied and appropriate statistical tools have been used for analysis and the results.

KEYWORDS: Behavioral Competency, Technical, Competency, Graduate Apprentices, Status