

UNVEILING THE NEXUS BETWEEN EDUCATIONAL QUALIFICATIONS AND CORPORATE JOB ROLES

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ABSTRACT

Educational qualification has a huge impact on the job roles, job designation, and development of the skills of the employees. The idea to formulate this research work was to understand the impact of educational qualification, job roles, and designation of the employees. The challenges that an employee feels and experiences in his workplace due to the shift or change between his educational qualification and the job designation. Therefore, it connects educational qualifications and job roles. The level of income of the employees changes their perception of their area of educational qualification. The data was collected from corporate employees through a questionnaire. This study can help us to analyze the impact of educational qualifications vs job roles in the corporate sector.

Keywords: Educational qualification, Job satisfaction, corporate sector.

INTRODUCTION

Job satisfaction is the positive response employees experience while doing their job. Employees are driven and content if they are happy in their jobs. When they accomplish what they had hoped for at work, employees feel fulfilled.

According to V.H. VROOM "Job Satisfaction is the positive orientation of an individual towards all aspects of the work situation". Work satisfaction may have more to do with a company's climate, culture, and level of work than it does with the pay, benefits, or possessions an employee may receive. Although research methods can be used to check the levels of employee satisfaction in the same firm or a sector on common characteristics or

questions, they may or may not be measured. High rates of job satisfaction in a company are dependent on a number of things. To start, hygienic aspects, such as good salary, work-life balance, perks, leaves, etc., are crucial to ensuring that the person is happy in their position. Although the phrase "work happiness" is a relative one that may vary depending on the perspective of the individual. Also, it could vary by industry. If the IT sector is compared to the manufacturing sector, the measurement or impression of job satisfaction may differ. Work satisfaction may also be influenced by a person's long-term commitment to a certain business or industry. In comparison to an individual who changes occupations frequently, job satisfaction may suffer if growth within the same firm becomes stagnant. On the other hand, if they keep changing employers frequently, some people's job satisfaction may not be very high. Work satisfaction can be a crucial factor, but it can also be challenging to gauge.

NEED FOR THE STUDY

1. Organizations today place a high value on knowing how satisfied their workers are with their work.
2. Job satisfaction is becoming more significant since this research is a tool for understanding the issues that employees face, what they want from their work, and how to increase staff productivity.
3. The study explains the contributing aspects to employee productivity. The research reveals the elements that might be helpful.

OBJECTIVES OF THE STUDY

1. To identify the factors that motivate the employees in the corporate sector.
2. To analyze the causes of job satisfaction.
3. To study the factors related to job enrichment.

LITERATURE REVIEW

Education is a key component of contemporary society, and its significance in the corporate sector cannot be over emphasized. It has always been a crucial component of a person's growth and development, and its significance in the business world is growing mount high. People must have the appropriate skill sets and qualities to thrive in their chosen careers in today's highly competitive work market. In the business sector, job roles that people can fill

are frequently determined by an individual's educational background. People with more education typically have more prospects for earning higher income and promotions in the modern-day business world¹.

The impact of education on job roles in the corporate sector has been the subject of several studies, underlining the critical role that education plays in career growth, job performance, and job satisfaction. It is a key factor in determining career success in the corporate sector because it opens up more work choices and increases pay and job stability. Candidates with advanced degrees or certifications in their fields are frequently preferred by employers².

Additionally, individuals with more education are likely to make more money than those with less education. The Bureau of Labor Statistics found that those with bachelor's degrees make 31% more income than those with only a high school education. Over the past few decades, the salary difference between high school and college graduates has expanded, highlighting the importance of sophisticated education in the corporate world³.

One of the most significant impacts of educational qualifications on job roles in the corporate sector is its influence on career development. Higher education has been linked to a faster rate of job advancement than less formal education, according to studies. For instance, a study revealed that those with higher education degrees were more likely to gain leadership positions in the tourism sector. The study emphasized the relevance of education for gaining both the skills and knowledge required for professional growth⁴.

Job roles in the corporate sector are often hierarchical, with higher jobs requiring more education and experience. Businesses are willing to pay more for jobs requiring technical abilities, such as engineering and IT, because these fields are in high demand⁵. The skill sets and educational levels required for various work tasks vary, with higher positions requiring more education and experience. According to the analysis, employers are ready to pay more for jobs demanding technical and leadership skills because they are in high demand⁶. Another significant impact of educational qualifications is on job performance. Higher levels of education is associated with improved job performance, which is why educational qualifications are frequently seen as a major predictor of job performance. For instance, studies discovered that employees in Indian organizations typically perform better in their work positions when they have higher levels of schooling. The study emphasized the value of education in obtaining the knowledge and skills necessary for successful job

performance⁷.

The Indian corporate sector is a rapidly growing industry that requires a skilled workforce to succeed in the global market. Employers in the corporate sector of India favor applicants with formal education because it equips them with the knowledge and skill set needed for the position⁸. Additionally important to job advancement in the Indian corporate sector are educational credentials. A higher degree of education equips people with the abilities to handle bigger problems and more important duties, which promotes professional development. The information technology sector in India experienced a substantial impact from educational qualifications on job growth⁹.

In the corporate sector, education is a significant factor in determining pay level satisfaction. According to studies, people with more education typically make more money than those who don't have a formal education¹⁰. Additionally, educational qualifications are very important in determining job stability. According to studies, people with greater levels of education typically have more job stability than those with little to no formal education. In the Israeli banking industry, for instance, a study by Tziner et al. (2016) discovered that educational background was a major predictor of job stability. The study emphasized the value of education in learning the knowledge and skills required for career advancement and job stability¹¹.

In conclusion, the impact of educational qualifications on job roles in the corporate sector is significant. In the corporate sector, employability, job performance, job satisfaction, and pay level satisfaction all heavily depend on one's educational background. Educational qualifications also impact job satisfaction in the corporate sector. Numerous studies have demonstrated that those with more education typically have better levels of job satisfaction than those with less education¹². People must endeavor to obtain the necessary skills and information through formal education and must recognize the fundamental relevance of education in achieving job success. Individuals must continuously upgrade their knowledge and abilities to stay current and succeed in their chosen job because the business sector is constantly evolving.

RESEARCH METHODOLOGY

A sample survey was conducted among the corporate sector employees, between 10 March 2023 and 10 April.

Method of data collection.

The methodology includes application of both primary method and secondary method. The primary method includes; structured questionnaire, The secondary includes Articles, Journals, Magazines and various forms of internet have been utilized for collecting data in the form of secondary data.

Pilot study

Pilot study was conducted from 10 people in order to find the feasibility of the study.

Data Instrument

The data was collected by using a well-structured questionnaire. The mode of data collection made in this research was through Google forms.

Sample size

The sample size of the study has been limited to 150 respondents.

DATA INTERPRETATION

The survey collected responses from employees belonging to the Information Technology industry in the corporate sector. The report presents the key findings and insights from the survey, including demographic information, job-related factors, and job enrichment.

The majority of the respondents were from the age group of 18-27, which accounted for 82% of the total participants. The majority of the respondents were female, which accounted for 54% of the total participants. The educational qualification of the majority of the respondents was Post- Graduate (Pg), which accounted for 46% of the total participants. The annual income of the majority of the respondents was between 20,001-40,000, which accounted for 41% of the total participants. The majority of the respondents had a permanent type of employee contract, which accounted for 57% of the total participants. The majority of the respondents had been working for less than a year in the company, which accounted for 43% of the total participants.

The survey revealed that financial incentives motivate employees the most, with 71% of the respondents stating that financial incentives motivated them the most, while 29% of the

respondents stated that non-financial incentives motivated them. Hike in salary was found to be the most effective financial incentive, with 36% of the respondents stating that it motivated them the most. Among non-financial incentives, holiday benefits were found to be the most effective, with 30% of the respondents stating that it motivated them the most. The survey also investigated the important factors that motivate employees in their current job. Job profile was found to be one of the most important factors, with 23% of the respondents stating that it motivates them the most. Job security, company policy, and work environment were also found to be important factors, with 18%, 14%, and 20% of the respondents respectively stating that they motivate them the most. The respondents, however, were neutral regarding management interest in motivating employees, with 42% of the respondents feeling neutral. The satisfaction level of the respondents with their current job was also found to be neutral, with 37% of the respondents feeling neutral.

The survey also investigated the factors that contribute to job enrichment. Flexible working hours, the desire to become an expert in the specific field, and job promotions were found to be the most important factors contributing to job enrichment, with 31%, 35%, and 34% of the respondents respectively stating that they give them job enrichment.

Overall, the survey revealed that financial incentives were the most effective motivators for employees in their current job. Hike in salary was the most effective financial incentive, while holiday benefits were the most effective non-financial incentive. Job profile, job security, company policy, and work environment were also important factors that motivate employees. The survey also revealed that flexible working hours, the desire to become an expert in the specific field, and job promotions were the most important factors contributing to job enrichment.

CONCLUSION

The researcher has made an effort to analyze the impact of educational qualification on the job roles of the corporate employees. The relationship between knowledge, educational qualification and the job roles in the market condition during the period of industrial society had more direct relationship with the human capital theory. The relationship between education and the job roles has been one of the issues that are frequently addressed in the second half of the 1990's. It would be meaningful to include the labour markets and the macro structural conditions that shape it into the analysis conducted on the phenomenon of

employment.

SUGGESTIONS.

1. More emphasis can be laid on non-financial incentives in order to motivate the employees.
2. The management can add on more interest in motivating the employee towards work.
3. Management could take actions for the welfare of the employees for increasing their level of satisfaction. Management can provide training and workshops to enrich the employee's expertise in their specific field.

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APPENDIX

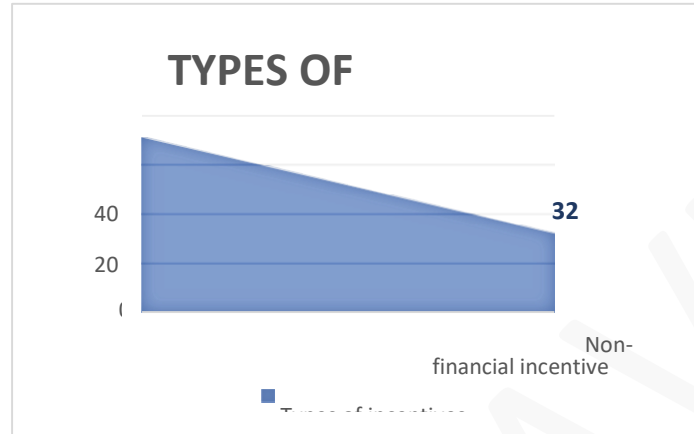
Tables and figures representing the data collected via Sample survey

1. Types of incentives that motivates an employee the maximum.

Type of incentive	No. of responses	Percentage
Financial incentives	107	71
Non- financial incentive	44	29

Total	151	100
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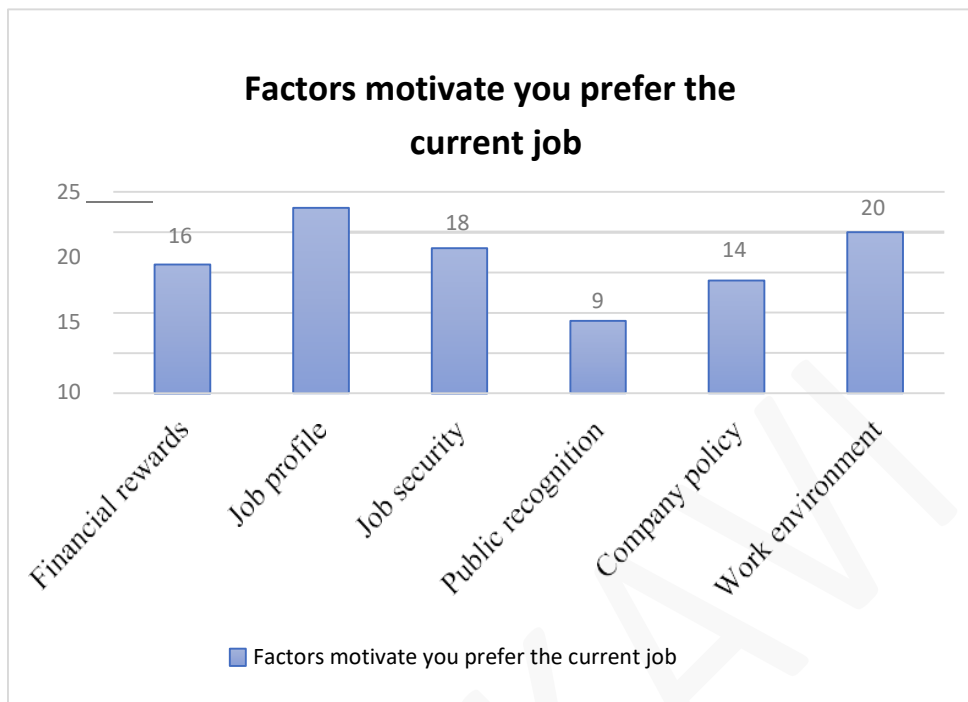
Source: Primary data



2. Factors that motivate an employee to prefer their current job.

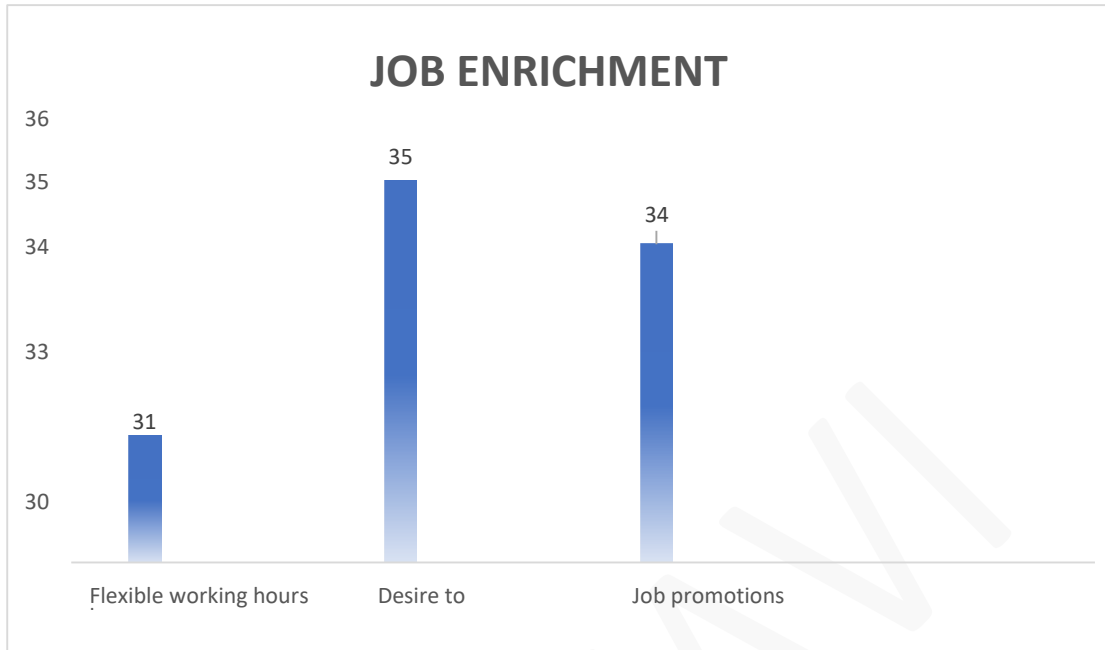
Factors motivate you prefer the current job	No. of responses	Percentage
Financial rewards	43	16
Job profile	63	23
Job security	50	18
Public recognition	25	09
Company policy	40	14
Work environment	55	20
Total	276	100

Source: Primary data



3. Job enrichment

Job enrichment	No. of responses	Percentage
Flexible working hours	54	31
Desire to become an expert in the specific field	62	35
Job promotions	61	34
Total	177	100



Source: Primary data