

A STUDY ON UNEMPLOYMENT GRADUATES - CAUSES AND CONSEQUENCES

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DOI: doi.org/10.34293/seamjr-v1i4-008

Abstract

The person who holds an academic qualification but is unemployed can be considered as a socio-economic problem, particularly in the developing nations because there has been growth in higher education but not in jobs. This research analyzes the problem of unemployment faced by graduates, focusing specifically on India. It explores the major causes such as skill mismatch, lack of industry-oriented curriculum, rapid increase in number of graduates, limited job creation, and regional and gender disparities. The study also highlights the socio-economic and psychological consequences of unemployment among educated youth. Based on a review of current literature and secondary data, results show that a lack of sufficient practical exposure, employability skills and a poor relationship between educational organizations and industries are the major causes of graduate unemployment. It recommends measures such as curriculum reform, skill development programmes, promotion of entrepreneurship, strengthening of placement services etc. to bridge the gap between education and employment and to ensure productive utilization of educated human resources. It concludes that coordinated efforts from educational institutions, industries and policy makers are essential.

Keywords: Graduate unemployment, Skill Mismatch, Employability, Higher Education, India.

Introduction

The unemployment rate of recent college graduates has been higher than all college graduates for the past decade, making it difficult for graduates to find a right job for right persons. Moreover the students are not concentrating on their studies but they are

joining the college because of parents or fashion. With the belief that more education reduces the possibility of unemployment and the role of higher education should be a training Centre for future workers.

College students normally attend their institution and graduate within certain frame. While graduates should have acceptable

incomes based on return on investment, they face unemployment after graduation. If graduates do not have skills to meet needs of the employers, then the unemployment rate will increase automatically. This shows how graduates deal with unemployment and how they escape from it. Apart from college there are other online platforms for graduates to learn and upgrade by themselves like Swayam, great learning etc.... those platforms are easily accessible by anyone who wants to enhance their skills and knowledge at free and minimum cost.

Unemployment is the biggest hurdle in the path of economic development of any country as it results in low demand. The present situation is becoming worse when literate people are not able to grab the opportunities due to mismatch of skills. The youth unemployment rate is three times more than the adult unemployment rate. Unemployment is both a personal problem as well as socioeconomic problem. When talented youth cannot get jobs, this leads to depression and frustration. Unemployment, whether graduates join a job which is not suitable for them according to their talent and education. It also creates problems. It lowers down the job satisfaction and it also affects the investment made in education.

The mismatch between the academic curriculum and industry requirements is one of the major causes of graduate unemployment. Many institutions of higher

education are more focused on theoretical knowledge than on practical skills, internships and real-world exposure. Employers, yet, require problem-solving skills, communication abilities, online proficiency, collaboration, and flexibility lack of career advice and restricted engagement the divide between industry and academia continues to increase. Furthermore, to address this concern, the improvement of vocational education, promotion of internships and apprenticeships, modernization of curriculum to match market needs and establishment of strong collaborations between the universities and industries are the need of the hour. Moreover, higher education needs to incorporate career counseling and personality development programs to prepare students for the challenging job market.

Statement of the Problem

Unemployment for graduates has emerged as one of the most important socio-economic problems in recent times. Graduates unable to get suitable jobs due to lack of practical experience, inefficient skills, and few job opportunities. Unemployment has implications not only on economic and psychological levels, but also on economic development in terms of use of skilled human resources. This paper attempts to discuss unemployment among graduates, its causes and implications, and provide

recommendations for improving employability skills.

Scope of Study

The study concentrates on the issue of unemployment faced by graduates in the present job market. It covers factors such as skill gaps, lack of experience, and industry expectations. The study also considers the personal and economic impact of unemployment students. The findings are limited to graduate level unemployment and related challenges.

The study further investigates the role of higher education in preparing students for the workforce via curriculum design, internships, and career guidance programs. It discusses the impact of society and parents' expectations. Mismatch between career choice and studies. Market aspirations and demands. The study also reports: possible solutions such as skills development initiatives. It can enhance your employability with online learning and professional training platform Besides, it emphasizes the importance of industry-academia collaboration, soft skill training and entrepreneurship as ways of dealing with the increasing problem of unemployment among graduates.

Review of Literature

Mayur M., Kirtan, and Lakshman, 2025. Research on unemployment trends among

educated youth in India focuses on current unemployment trends. This paper emphasizes skill mismatches, the increasing number of graduates, and the socio-economic effects of unemployment on India's educated population.

Kumar, R. & Ansari, H. 2025 – The Impact of Unemployment on Self-Esteem among Educated Youth: literature review that synthesizes research on unemployed educated youth in India, linking unemployment to psychological and socio-economic effects as well as exploring broader employment challenges for graduates.

Bala, I.& Bala, A.2024- Unemployment after higher education in India: A Statistical Analysis.

This study statistically analyses the gap between degree holders and actual job holders in India, showing that increasing higher-education enrollments have not translated into proportional employment opportunities for graduates at UG, PG and Ph.D. levels.

Khushbu, Seema Rani, Jyoti and Santosh Sharma are looking at the year 2024 to understand why some young people who have an education are not working. They want to know what is going on with people who have finished college or university in the state of Haryana. They are trying to figure out why these young people do not have jobs. The researchers think that there are a reasons for this. Some of the reasons are because of the system some are because of the education

they got. Some are because of the individual person. They also think that sometimes the education people get does not match the jobs that're available. This means that even if someone has an education, they might not be able to find a job because there are not many jobs available that match what they studied.

Ghosh, S. & Kundu A. 2024. This study looks at the unemployment rate among women graduates in India. It uses a method to examine the unemployment of women graduates in India. The study gives us an understanding of unemployment trends for women graduates in the job market. The unemployment rate among women graduates, in India is the focus of this study.

Research Methodology

Descriptive study is the research methodology used in this study.

The data and information of the study is gathered from secondary sources like references, websites, government sites, reference articles.

Findings of the Study

1. There is a significant mismatch between the graduate's skills and industry requirements.
2. Lack of practical experience reduces employability among graduates.
3. Rapid increase in degree holders has exceeded available job opportunities.
4. Outdated curriculum contributes to

unemployment among graduates.

5. Rural graduates face more employment challenges than urban graduates.
6. Graduate unemployment leads to psychological and social stress.
7. High unemployment rate among graduates in India.

Suggestions to Reduce Unemployment of Students After Graduation

Introduce Industry-Oriented Curriculum

Colleges and universities should update their syllabus regularly to match current industry needs so that students gain relevant and practical knowledge.

We Need to Make Internship and Apprenticeship Programs

This means students have to do internships and get hands-on training. This helps students get work experience. It also helps them get a job after they graduate from college.

Promote Skill Development Programs

Training in technical skills, digital skills, and soft skills such communication and teamwork makes graduates more job-ready.

Encourage Entrepreneurship and Start-Ups

Institutions and government should support students with entrepreneurship training, funding assistance, and mentorship to create self-employment opportunities.

We Need to Make Career Guidance and Placement Services Better

To do this colleges can set up offices that help students find jobs. These offices can also give students advice on what kind of career they should choose. This way students can find jobs that're right for them. Career guidance and placement services are very important, for students. Colleges can have career counselling centers where students can go to talk to people who can help them with their career. This will help students make choices about their future and find career guidance and placement services that work for them.

Conclusion

Unemployment amongst graduates continues to pose a serious social-economic problem because of the discrepancy between higher learning and the needs of the labor market. In solving this problem, there is need for a collaborative effort on the part of educational institutions, industries, governments, and the learners themselves. With such measures, skills development, practical training, partnership with industries, entrepreneurial activities, and supportive employment policies will enable graduates to prepare themselves for the job market.

Acknowledgement

This paper was presented at the Two-Day National Level Seminar on “Realising Sustainable Development Goals in the Indian Context” held at S.E.A. College of Commerce and Arts on 5th -6th March 2026.

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