



Revisiting Higher Education Degree – Why and How?

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ABSTRACT

The quality, academic ecosystem, professionalism, and value system is depending on the delivery and learning ambience of the classroom. It is a known fact that what happens in the four walls will have a larger impact on society. Unless facilitators take up their assignments with honesty nothing will happen and quality remains a pipedream. It is not the policy; the law brings a change in the society but it is character. The contemporary world focuses more on employability skills than the degree. The graduating students strive hard to address the fundamental knowledge in their domain. As a result the majority of the graduated students fail to gain employability after their degree. Thus the paper focuses on the necessity of revisiting curriculum, the importance of integrating with Industry and academia interface for the betterment of higher education and its sustainability in the changing scenario. The revisit not only helps to enhance quality but also the importance of relevance of degree.

Introduction:

Where classroom learning fails the entire process of career readiness fails. The prospect of students rely on the robust academic planning, classroom management, and effective communication of the teachers. The prime objective of the education is to ensure the bread and butter after completion of particular degree.

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Today degrees are losing its sanctity, values because it has been failed to address the required commitment for building career readiness of the students.

The barrier in framing curricula, dearth of academic visionary in framing curricula on contemporary requirements, proper orientation on prepared curricular and failed to up skills on emerging pedagogy are hindrance in building career readiness of the students. As **World Economic Forum Future Jobs 2025** stated that Skill gaps are categorically considered the biggest barrier to business transformation by Future of Jobs Survey respondents, with 63% of employers identifying them as a major barrier over the 2025-2030 period. Accordingly, 85% of employers surveyed plan to prioritize up skilling their workforce, with 70% of employers expecting to hire staff with new skills, 40% planning to reduce staff as their skills become less relevant, and 50% planning to transition staff from declining to growing roles.

By all accounts the ultimate aim of the education is to create a space for exploring learners' innate ability to achieve the career objective. The modern education is focusing more on degree without skills and knowledge in the core area. It has been reflecting negatively during the recruitment process. As an evident, India's skills report (2025) reveals that 50% Indian graduates don't have employability skills. Skill development initiatives, therefore, are no longer optional; they are imperative. These initiatives hold the key to unlocking new opportunities, enhancing global competitiveness, fostering innovation, and driving sustainable growth. (India Skills report 2025)

Revisit on Higher Education Degree – How and Why?

Classroom learning and living life of teacher set the rhythm of effective classroom delivery. Teacher is a representative of borderless world where, she/ he has to stand above the titles and adjectives to create congenial learning ecosystem. The emerging technological Pedagogical tools are projecting that without the teacher learning; can be done that is sheer an illusion. In other words, no invention, innovation, and technological pedagogy can replace the role of teacher till sun rises in the East. The role and consciousness of the teacher stands remain immeasurable in educating the learners. A teacher becomes not only a source of knowledge but also a mentor, guide, and role model who influences students' outlooks, aspirations, attitude, fostering required contemporary core skills like communication, critical thinking, cognitive ability, resilience to address the happenings both in personal and professional life. In other sense, teachers who show empathy, acknowledge student struggles, and create a safe classroom environment help students develop self-esteem and emotional balance. These qualities are vital for building healthy relationships, managing stress, and succeeding in personal and professional spheres. To inculcate the quality of culture



teacher's communication of language plays an exceptional role (teacher should never diminish the aspirations of learners by use of negativity about the learners)

The contemporary world is seeking who can be part of problem solving by building constructive ecosystem in professional life. To produce such kind of learners' teacher needs to go beyond curricula. The modern examination system is producing degree without skills, and competency this has been negatively reflecting among employment seekers (degree holders). In order to address the concerns of learners and quality of teaching, and learning the teacher's up skilling, and relearning is only panacea. The rapid advancement of technologies such as artificial intelligence, automation, and digitalization is reshaping industries worldwide. Projections indicate that nearly 25% of all jobs will undergo significant changes within the next five years, necessitating a workforce equipped with adaptable, future-ready skills.

Building Dynamics through Academic Robustness

The onus of educational institutions is to develop institutional development plan that is mixed of short term and long term to address the academic dynamics. It is also decisive to integrate the teaching learning process with emerging technological pedagogical tools for up skilling both the teacher and the taught. It is observed that majority of affiliated colleges express hue and cry about constraint of curricula within prescribed by the affiliated universities. For such, educational institutions should have the planning to explore skill based course. **World Economic Forum Future Jobs 2025** stated that *Analytical thinking* remains the most sought- after core skill among employers, with seven out of 10 companies considering it as essential in 2025. This is followed by resilience, flexibility and agility, along with leadership and social influence.

The responsibility of the teacher is not only to ensure pass the exam and settle in life but also to certify to carry the bastion of value system, human concerns, and educate on the importance distinctiveness of learner's potentialities. Teaching beyond curriculum is inclusivity. Not all students learn at the same pace or in the same manner. Teachers who recognize diverse learning needs, abilities, and backgrounds contribute to an equitable learning environment. Beyond curriculum, they adapt their teaching styles, provide an extra mile to create space, and opportunities to strengthen competency to succeed.

Sustained Skills for Staying Relevant

Technology, innovation, and ecosystem is dynamics to rejuvenate ourselves by imbibing a culture of upgrading knowledge, and skills. The education / degree should lead the foundation to revive, unlearn and relearn culture. It develops nature of resilience, and problem solving skills. These are the indispensable in



the contemporary profession. The skills like, Management, Life skills, Project management, Stakeholders management, budgeting, are emerging in present scenario.

Today, the rise of artificial intelligence and its required knowledge in the professional development the contemporary world is being witnessed. It is observed that the current job market is preferring people who know how to handle the AI tools. **World Economic Forum Future Jobs 2025** stated that half of employers plan to re-orient their business in response to AI, two-thirds plan to hire talent with specific AI skills.

Integration of Bloom's Taxonomy with Institutional Development Plan

Preparation of planning is not a daunting task in Indian context but, implementation of policies its review from time to time holds key for better results. Often the organization focuses the progress of the execution plan without any seriousness or structure base. As a result a lot planning failed miserably in higher education. The result has been led in producing more number of unemployed graduates. In order to ensure outcomes of the IDP, the role of IQAC should play an exceptionally role. The dynamic, robust and intellect of coordinator, and head of the institution plays the significant part in reviewing the implemented plan at regular in tandem. The culture will set the agenda of clarity in full filling the vision and mission of the institution. The integration ensures institutional objectives are not just about knowledge acquisition but also about fostering deep understanding, critical analysis, and creative problem-solving among students, leading to more meaningful and effective learning experiences aligned with Program educational objectives, program outcomes, Program Specific Outcomes and overall national educational frameworks. Since the contemporary world has taken paradigm shift in the skill and degree in aligned with changing the HEI should develop its planning for the betterment of the students and institution at large.

Table- I

Bloom's Taxonomy	Three broad domains
Cognitive	Deals with mental skills and knowledge acquisition
Affective	Focuses on emotions, attitudes, and feelings
Psychomotor	Concerns physical skills and the coordination of motor activities

Table –II

Institutional Development	Vision, Mission and Core Values
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Plan (IDP)	
Academic • Technological Pedagogical tools • Integration of AI tools with curricula • Faculty Development Program (FDP) • Student Development Program (SDP) • Value added programs with credits	• Conduct workshop for faculty, administration wings and supporting Dept. on IDP before the academic commencement. Create awareness, and role in contributing the Institutional growth • Comprehensive course plan followed aligned with Three broad domains Bloom's Taxonomy • Orientation for newly admitted students followed by their aspiration during the pursuing degree Why and How • Knowledge test with three broad domains of Taxonomy • The outcomes of the result should be categorized and create micro level strategic planning in aligned with IDP • Identified valued program on Level like 1, 2 till the completion of the graduation • Industry training center and Institutional training and placement for soft skills, Life skills • Review meeting in IQAC • Observations of students concerns/ grievances in mentor – mentee, mechanism of addressing solution
Research • Interdisciplinary • Collaboration with Industry • Community engagement • Intrinsic to the ethos of HEI	• Provide flexibility for teachers who are well versed research and reduce teaching hours for them and the same audit in the outcomes of the research. • Based on the knowledge test of the students create the components and make the mentor of teachers who are into the research • Establish incubation Centre through industry MOU
Infrastructure	• Classrooms smart classrooms , internet bandwidth, overall facilities like hostel, cafeteria, staff quarters etc
Governance Robust IQAC	• Decision making hierarchy should be clearly defined • Accountability

Autonomy Audit Policy on connect Alumni	• Standard operating procedure both Employee and students • Self-appraisal mechanism • UGC's policy on support dept. like Anti ragging, Student Welfare, Internal complaint etc
Financial • Transparency • Structured/ Strategic fund allocation • Outreach model for fund generation	• Institution should have a strategy on spending money on each student based on the fee structure and the facilities that are available in the campus • Seed money for research

Source: UGC's IDP 2022

Thus, education should focus on harnessing the skills on the demand of the contemporary jobs. Going beyond classroom learning, traditional approach in teaching and learning is essential to ensure vibrant career readiness. The role of a teacher cannot be confined to delivering lessons or covering syllabus content. A need to teacher goes beyond curriculum to mentor, inspire, and nurture the holistic growth of students. In addition to academic knowledge, teachers impart life lessons, values, emotional support, and a vision, thrust for lifelong learning.

In today's multifaceted and fast-changing world, the demand for such teachers is greater than ever. As society recognizes the value of education in shaping not just careers but also character, the phrase **"Teacher: Beyond Curricula"** becomes both a reminder and a call to action. It is known that while textbooks may educate the mind, it is the teacher who truly shapes the human spirit in the timeless world.

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