Empowering Gen Z: Unveiling the Role of Technical Skills in Enhancing Professional Development - A Study in Hyderabad (Telangana)

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Abstract: *This research paper investigates the role of technical skills to enhance professional development of Generation Z to empower and help garner their employability skills in the context of the modern workplace. Technical skills are increasingly recognized as essential for success in today's dynamic and collaborative work environment. Drawing on qualitative data gathered through interviews and surveys, this study delves into how members of Generation Z perceive the importance, relevance, and development of technical skills. By exploring the perspectives of this emerging cohort, the research aims to provide insights into effective strategies for fostering technical skill development and enhancing workplace readiness among young professionals to be confident and motivated. The findings contribute to the ongoing dialogue on talent development, organizational effectiveness, and the evolving nature of work in the 21st century. This research study sought to understand how college-age Generation Z perceived employability skills of the twenty-first century in relation to their academic goals and lives outside of the classroom. Graduates from various undergraduate colleges in Hyderabad have been provided with a structured questionnaire to gather data. This paper is a descriptive study and convenience sampling has been used. The statistical tools used are ANOVA and F test. The findings of the study emphasise that focusing on technical skills help Gen Z students to be job ready and be employable as well as enhance Professional development.*

Keywords: Gen Z, Technical Skills, Professional Development

1.1 Introduction

1.1.1 Meaning of Generation Z

Albert Einstein once said, “We cannot solve our problems with the same thinking we used when we created them.” Generations and their expectations are evolving along with the world's constant change. A generation is characterized as a collection of individuals who were born within a certain time frame, were influenced by events that occurred within that time frame, and shared traits with one another (Mücevher,2020). Four generations are mentioned in the definition of generations. Generation X was born between 1965 and 1980, Generation Y between 1981 and 1999, the baby boom generation between 1946 and 1964, and the traditional generation between 1927 and 1945. Those born in the middle of the 1990s to 2012 are referred to as Generation Z. According to Twienge (2017), this generation is the first to be made up entirely of digital natives who have lived their entire lives surrounded by mobile technology. In terms of numbers, these people would currently be 26 years old. Those who are currently in their first three years of service as full-time or part-time teachers and are working toward a Level II Certificate under their Level I Certificate are considered novice educators(Pennsylvania Department of Education, 2019).Known by several monikers, including "internet kids," "digital generation," and "crystal generation," Generation Z is the generation born in 2000 and onward. The newest generation, known as Generation Z, is predicted to take the reins of power in the coming ten years. This generation, which comes after Generation Y, is like Generation Y but also differs greatly from it. Compared to earlier generations, this group has distinct views and values and is more socially inclusive. Because they have grown up in a challenging world, they are perceived as having different perspectives and being more open-minded. However, because they will be surrounded by older generations, it is thought that they will struggle socially when they enter the workforce and that they will not be able to adjust to taking on more responsibility. Every generation is unquestionably shaped by the global, economic, social, and cultural traits of the generation to which

it belongs (Andrea et al 2016). Generation Z was born into smaller families, began school earlier, and academically well qualified. Generation Z has experienced dramatic and rapid changes in their external environment growing up in an era of COVID-19, digital and technological opportunities, economic instability. Essential elements in this community include declining rates of conception and reproduction, physical inactivity, and internet usage. Understanding the distinctive ideas of Generation Z and figuring out their future-focused thinking is essential because of their preferences, ideas, behaviours, and differences in social issues when compared to earlier generations (Hernandez-de-Menendez et al, 2020). At work, Gen Z is starting to emerge as a new trend. Rather than high brand loyalty and organizational commitment, they seem to value quality of work, transparency, and aspects related to wellbeing (Gopal P. Mahapatra,2022).

1.1.2 Meaning of Technical skills, Technological skills, and Digital skills

Technological skills, digital skills, and technical skills taken together are commonly referred to as "21st-century skills" or "digital literacy skills." These cover a wide range of skills necessary for success in the current digital era, such as knowing how to use technology, navigating digital platforms, and keeping up with technological advancements. They might also involve information literacy, communication, cooperation, creativity, problem-solving, and critical thinking.Although digital skills, technological skills, and technical skills are frequently used synonymously, they have different meanings. Technical Skills are the aptitudes and expertise needed to carry out duties or functions in each field or industry are referred to as technical skills. These abilities involve competence in using tools, equipment, or procedures to complete tasks successfully. They are frequently practical and hands-on. Programming, welding, carpentry, plumbing, and graphic design are a few examples of technical skills. Technological Skills refers to a wider range of abilities concerning the application and comprehension of technology in diverse settings. These abilities include not just using hardware or software, but also being able to keep up with technological changes, troubleshoot technical problems, and use technology to accomplish objectives. Proficiency with computers, smart phones, digital devices, software, and online platforms are examples of technological skills. Digital Skills are competencies relating to utilizing and navigating digital technologies and online platforms are specifically referred to as digital skills. These abilities include the capacity to efficiently create, access, assess, and communicate information in digital settings. The ability to use the internet, social media, email, digital communication tools, online collaboration platforms, and digital content creation tools are all considered digital skills. They are necessary for engaging in digital citizenship, using online resources, and taking part in the digital economy. Digital literacy encompasses much more than just being proficient in specific computer skills. These fundamental abilities are unquestionably important, but the essence of digital literacy is the understanding of these abilities' applicability in particular situations and the capacity to use them creatively (Jacobs G E & Castek J Manderino M 2018). The ability to find, assess, organize, produce, and communicate information through technology is known as digital literacy. It also refers to the development of digital citizenship and responsible technology use. The capacity to use and produce technology-based content, such as information searching and sharing, question-answering, social interaction, and computer programming, is known as digital literacy (Widona, 2020). Students who are proficient in digital literacy are better able to make responsible use of the Internet and actively engage in the digital learning environment. Students' information-gathering and academic participation have been altered by the internet. By democratizing education and dismantling barriers to knowledge, it has provided students with access to a wealth of materials, databases, and online libraries. Search engines and academic databases make it simple for students to obtain pertinent information, which improves the effectiveness and efficiency of their studies (Boro B Laltlanzova R &Chanchinmawia F, 2024).

Technical skills are the specific knowledge and abilities people require to carry out tasks and make use of tools and programs in practical settings. Almost every industry needs a wide range of technical skills, from IT and finance to health care and education. Creating graduates with a strong foundation in academics, the capacity to acquire technical skills, and a well-rounded set of

employability skills is the largest challenge facing education today. Employability skills are the information, abilities, and competences that employees need to improve their chances of landing and keeping a job, moving up in their career, adjusting to change, finding other employment if they are fired, and more readily entering the labour market at different stages of their lives. Individuals with a high level of education and training, the ability to solve problems, the capacity for teamwork, proficiency with information and communication technology (ICT), and strong communication skills will find it easier to find employment. Their ability to adapt to changes in the workplace is made possible by this combination of skills. (L. Brewer,2013).The ability to use scientific knowledge in the manufacture and maintenance of technological products is referred to as technical skill. The capacity to carry out tasks with technical competence and to monitor them independently and critically is known as technical skills (Mohd-Fauzi, 2001).Technical skills improve employability, job performance, and advancement opportunities, all of which have a substantial impact on career development. Possessing the necessary technical skills can provide you a competitive advantage in the job market, higher-paying jobs, and more responsibility. The four fundamental technical skills are computer usage, problem-solving methods, programming language proficiency, and efficient interpersonal interaction in technical settings. These abilities enable Gen Z to successfully navigate complex systems, create original solutions, and work well in teams. They are the cornerstone of success in many technological domains.

1.1.4 Meaning of Professional Development

Enhancing professional knowledge, skills, and practices through continuous learning and reflection is the purpose of professional development, which is a planned and organized process (Darling-Hammond, L 2017). The ongoing process of gaining new competencies, knowledge, and skills to improve one's professional efficacy and further one's career is referred to as professional development (SwansonR A & Holton E F 2009). Foundations of Human Resource Development. Berrett-Koehler Publishers. The process of acquiring the skills necessary to implement successful teaching methods, provide encouraging leadership, and enhance student outcomes is known as professional development, sometimes known as professional learning. To improve the efficacy of professional learning, learning design incorporates theories, research, and models of human learning into the planning and design process. This includes considerations for the learning objective, learner characteristics, process, content, expectations, environment, and resources (Learning Forward, 2011). Formal education, training courses, work-related experiences, mentoring, and self-directed learning are all components of professional development, which is an all-encompassing strategy meant to boost productivity and accomplish career objectives (Guskey T R & Knoll A J 2009). To emphasize the value of utilizing technology for adaptable, customized, and collaborative learning experiences, professional development is a dynamic process that combines traditional teaching techniques with digital tools and platforms (Smith R. M & Smith J K 2020).

Technical skills improve employability, job performance, and advancement opportunities, all of which have a substantial impact on career development. Possessing the necessary technical skills can provide you a competitive advantage in the job market, higher-paying jobs, and more responsibility. The four fundamental technical skills are computer usage, problem-solving methods, programming language proficiency, and efficient interpersonal interaction in technical settings. These abilities enable Gen Z to successfully navigate complex systems, create original solutions, and work well in teams. They are the cornerstone of success in many technological domains.

1.1.5 Role of Technical skills to empower Gen Z

The Indian economy has steadily expanded since liberalisation, transitioning from a developing nation to an emerging economy with global significance. As a result, the workforce as a whole and the multigenerational workforce have become more critical. Research conducted in India on Generation Z revealed common traits such as ongoing education, professional development and progress, independence, increased adaptability, work-life equilibrium, and a clear comprehension of the organization's principles, outlook, and long-term objectives. Along with other motivators like work-life balance, job security, a sense of

autonomy in their work, and open communication, Gen Z also values lively work environments, good rapport with coworkers, and non-monetary incentives like career growth and advancement (Sharma P et al, 2020). This is supported by Gen Z, who have been dubbed "digital natives"; on a typical day, they preferred virtual communication methods. Millennials and Gen Z share this similarity because they have both experienced the amazing technological revolution. But since they lack the interpersonal skills necessary for in-person interactions and rely too heavily on technology even when it may not be appropriate, this can have serious repercussions. Important conversational guidelines like listening intently, asking probing questions, interjecting politely, fostering relationships, solving problems immediately, and settling disputes are being gravely undermined. Gen Z and Millennials also share the preference for instantaneous feedback and the desire (Schroth, 2019). In many respects, Gen Z offers a distinctive viewpoint to the workplace. Their approach to achieving a work-personal life balance is among the most noteworthy when it comes to placing a high value on mental health and individual well-being, Gen Z is very transparent as they have a better chance of keeping the right balance between achieving our needs and aspirations for our careers outside of the workplace when we set clear boundaries (Amy C. Waninger,2023). Since they experienced the Great Recession firsthand and saw its effects on finances and job security, Generation Z is renowned for its independence and self-reliance. They therefore approach work in a different way than previous generations. Gen X, Millennials, and Gen Z individuals generally have different priorities than older generations when it comes to applying for jobs. They frequently seek opportunities for growth and advancement, purpose-driven work, and flexibility (skillset group).

The twenty-first century is a constantly changing world, and technology is a part of every part of our lives. For Generation Z, who were raised in an era of swift technological progress, possessing tech knowledge is not only a benefit but also an essential requirement. This blog examines the value of fostering technological proficiency in Gen Z members and the substantial effects it can have on their personal and professional life. Technical skills are the specialized knowledge and abilities needed to carry out tasks associated with a given industry or occupation. Training courses, on-the-job training, and formal education are frequently used to acquire these skills. Technical skills are necessary for professionals to successfully perform their job duties and contribute to the success of their organizations. (Hall and Rutherford, 2015). Employers value candidates with relevant technical skills, such as software proficiency, programming languages, and technical problem-solving abilities, in today's competitive job market. People who want to stay competitive in their careers and stay up to date with industry trends must continuously learn new skills and upskill in technical domains. Within a given industry or profession, technical skills refer to the specialized proficiencies and capabilities needed to carry out tasks and make use of tools, software, and methodologies. Technical skills, which stand for the practical knowledge and expertise required for job performance, are essential elements of competency frameworks, as stressed by Rothwell and Kazanas (2003). Technical skills are essential in fields like data science, digital marketing, and information technology in today's quickly changing technological landscape because they foster innovation and help organizations succeed. To stay competitive and adjust to shifting industry demands, both individuals and organizations place a high priority on the ongoing development and improvement of technical skills." Finding innovative methods of information technology-based instruction for the millennial generation has several significant educational benefits. By utilizing technology, tools, and resources, it seeks to improve student motivation and engagement. It might be difficult for traditional teaching strategies to draw in and hold the attention of millennial learners. But by using cutting-edge strategies, teachers can design engaging and interactive lessons that support students' digital literacy and encourage engagement. The goal of these new strategies is to match education to the evolving demands and expectations of millennials (Montiel et al., 2020).

2.0 Research question

•What is the role of technical skills to empower Gen z students?

•Do technical skills enhance professional development of Gen Z students?

2.1.Review of literature

Marcela Hernandez-de-Menendez et al in their research paper "Educational experiences with Generation Z (2020) mentioned that students in Generation Z's relationship and preferences with technology are discussed. Additionally, several technologies were identified as having a significant influence on Gen Z education. These technologies included blockchain, holograms, 3D printing, artificial intelligence, virtual and augmented reality, and portable devices. Applications have occasionally combined different technologies. We identified innovative projects and/or leading projects, highlighting the benefits, drawbacks, and kinds of skills and abilities that can be developed in various domains, based on a thorough literature review and our own experiences. We hope that this paper will serve as guidance for real Generation Z students when it comes to using emerging technologies in engineering and science education. Zbysław Dobrowolski et al in their research paper (2022) highlighted that the entry of generation G into the workforce will cause a paradigm shift in the operations of the businesses and government organizations that will hire these young individuals. To capitalize on the traits of Generation Z—who are accustomed to global communication, self-motivators, self-learners, and fans of transparency—organizations must rethink their approach to human resource management.F. Magfiroh,and S. Jaro'ah in their research paper "Gen Z and the World of Work: A Study Literature of New Graduates' Challenges in Building Job Readiness" (2023) highlighted that Gen-Z is undoubtedly a remarkable workforce, businesses must get ready to deal with them and their quirks. Organizational cultures that are rigid and conservative will face resistance from Gen-Z, and businesses must get ready digitally to better align with the capabilities of this generation of digital natives. Companies also need to provide generation Z with opportunities to work on challenging projects, recognition, career planning, salary flexibility, rewards, and leadership roles that can serve as role models. These factors will help motivate and better prepare generation Z for the workforce. Pragya Sharma in her thesis (2023) emphasised on researching Generation Z, who either have already made some inroads into the workforce or will do so soon. Comprehending the demands and aspirations of Generation Z with respect to their work environments can aid managers in resolving issues and advancing the company. According to the study results, when choosing an organization, Generation Z looks for workplaces with more informal settings and employee autonomy. Therefore, to manage and retain Generation Z, organizations need to be aware of these factors.According to the study's findings, technical skills fall into many different categories, including building, metalworking, automobiles, and many more. Gen Z's technical skill development will aid in becoming self-sufficient, which will lessen insecurity within organizations. Therefore, technical skills are crucial for treating insecurity in youth in general.

L. Kohnová et al in their research paper "Generation Z: Education in the World of Digitization for the future of Organizations" (2021) mentioned that younger generation received very high ratings, particularly for their creativity, aptitude for learning new things, and proficiency with applications and online services. Given how crucial these skills are to the success of businesses in the future, employers should start setting up Generation Z with the tools they need to keep them. But, based on the findings, we saw that young people's technological proficiency is not particularly high. This might be an issue given the current digital era. The current configuration of the educational system may also be the issue, since digitization education is not covered in the curriculum. However, this young generation's complete adaptation to the problem is crucial for the future of businesses. AS Lubis et al in their research paper "Important Soft skills For Successful Z Generation in Industrial Revolution 4.0" (2019) highlights that Gen Z enjoys collaborating with information technology, causing the candidate to assume that decision-makers will hear his ideas and readily choose to resign from his job if it was considered less enjoyable became its own opportunities and challenges for the business. This article presents four strategies aimed at businesses that will hire members of Generation Z. These strategies centre on the recruitment and selection process for potential employees. Academic credentials alone are insufficient for prospective Gen Z workers to succeed in the workplace.

Boro B (2024) suggested that students in Generation Z need to learn skills like media literacy, information literacy, online

communication, and cyber security awareness to maximize the benefits of the Internet while avoiding misinformation, cyberthreats, and privacy violations. Students who possess digital literacy are more capable of making responsible use of the Internet and actively engaging in the digital environment of the classroom. Using academic databases and search engines, students can quickly obtain pertinent information, which improves the effectiveness and efficiency of their study. Students in Generation Z may profit from the wealth of information available on the internet, from virtual teamwork to flexible learning options. However, it is essential to prioritise and promote digital literacy skills to fully realise these benefits.

2.1.Hypotheses:

H0: There is no significant impact of technical skills to enhance professional development of Gen Z students.

H1: There is a significant impact of technical skills to enhance professional development of Gen Z students

2.2Objectives of the study

To understand the impact of technical skills on empowering GenZ students to be employable.

To understand the role of technical skills on professional development, positive attitude, and motivation of Gen Z students

3.0 Research Methodology

To match the attitude of Generation Z, the researcher prepared an electronic questionnaire on the relevance of soft skills from the perspective of potential employee (Gen Z), so as to understand the level of job readiness with focus on Generation Z. The questionnaire is based onthe training and development needs from the perspective of organizations. The results of this paper are based on secondary data as well as on primary data. The primary data was collected by the google form method. The survey aimed to determine how Generation Z as potential employees perceive soft skills in view of competency needs. The questionnaire was created by theresearcher andanswered by students of various undergraduate colleges in Hyderabad. Out of 100 possible respondents, 84 students answered, the return rate was 84%.

3.1 Summary

Variable	R square	F value	Sig of anova	Std.Error	B coefficient	T value	Sig value
1	.063	.579	.716b	3.978	.444	8.950	.000
2	.102	.982	.440b	3.693	.452	8.179	.000
3	.121	1.186	.332b	4.110	.415	9.911	.000
4	.128	1.264	.297b	3.715	.445	8.347	.000
5	.106	1.024	.415b	4.279	.405	10.563	.000
6	.123	1.201	.325b	3.723	.448	8.305	.000
7	.051	.459	.804b	4.053	.417	9.709	.000

V1: Self-motivation towards your responsibilities

V2: Self-confidence in performing the tasks

V3: Commitment towards your responsibilities

V4: Ability to work independently

V5: Time management in completing the tasks

V6: Maintaining a positive attitude towards the Job

V7: Being open to change to enhance productivity

3.2 Interpretation:

The above seven independent variables measuring professional and personal advancement on development of technical skills are considered. R square values of every variable is .063,.102, .121, .128, .106, .123, 0.51. The values of rsquare are above table is more than 1. The F values of variables are .579,.982,1.186,1.264,1.024,1.201,.459 . The F values are significant at 0.000 level. This signifies that the values of rsquare and f values are highly significant at 0.000 level. Thus, showing the independence level of every variable. The significant value of every variable is 0.000 showing that every p value is falling less than 0.005. Hence it is eveident that acquiring technical skills will help to improve personality of the student and confidence in the organisation.

3.3 Discussion:

Variable 1's analysis is presented first to provide an individual evaluation of its relationship with the dependent variable before considering other variables. This approach allows for a clear understanding of each variable's impact before examining potential interactions or effects when multiple variables are considered simultaneously. The regression analysis revealed several key findings regarding the relationship between Technical skills and personality development. First, the unstandardized coefficients (.444..452,.415,.445,.405,.448,.417) indicated the magnitude and direction of the relationship between each independent variable and the dependent variable. For instance, Analytical skills in technical knowledge demonstrated a positive relationship with self-confidence ($B = .444$, $p < 0.000$), suggesting that a one-unit increase in Computer skills, Technical skills and problem solving skills is associated with an increase in personality development.

Furthermore, the standardized coefficients (beta) provided insights into the relative importance of each predictor. Notably, all the technical variables showed the strongest influence on personality development as evidenced by their higher beta values compared to other predictors.

4.0 Conclusions, Limitations, and Future Research

4.1. Conclusions

The study showed that the majority of Gen Z students state that their efforts to gain stronghold of various skills , especially technical skills enhanced there job opportunities and made them job ready. In summary, technical skills are critical to the advancement of Generation Z (Gen Z) students' professional development because they provide them with the skills necessary to thrive in the fast-paced, technologically advanced workforce of today. Students in Generation Z can improve their employability, flexibility, problem-solving skills, and entrepreneurial potential by learning and mastering technical skills. These abilities not only promote career progression but also an innovative and lifelong learning culture.Furthermore, technical skills act as a catalyst for professional growth, allowing Gen Z students to stay ahead of technological advancements and make meaningful contributions to their chosen fields as theynegotiate the challenges of the modern labourmarket. Gen Z workers can use their technological know-how to advance their fields and society at large, whether they choose to follow conventional career paths or go into entrepreneurship.As educators, employers, and policymakers become more aware of the role that technical skills will play in forming the workforce of the future, it is imperative that they be invested in by Gen Z individuals to promote economic growth, stimulate innovation, and create a sustainable future.

Technical skills can be a potent stimulant for improving students' professional development in Generation Z (Gen Z), leading to a series of advantages that go beyond simple skill acquisition. Gen Z workers are more motivated, have a more optimistic outlook, and become proficient in time management techniques as they gain and hone technical competencies. These traits all help them succeed in the workplace. By giving Gen Z students concrete avenues for both personal and professional growth, technical skill acquisition ignites intrinsic motivation in them. Gen Zers are motivated by the idea of applying their newly acquired skills to take on real-world challenges and follow their career passions as they become proficient in fields like programming, digital design, or data analysis. For Gen Z students, gaining and honing technical skills is fundamental to their professional development because it will enable them to succeed in a rapidly changing

professional environment marked by innovation and rapid technological changes. Furthermore, teaching Gen Z students technical skills cultivates a positive attitude and gives them a sense of self-efficacy and confidence in their abilities. Through overcoming obstacles to learning, mastering difficult concepts, and applying their knowledge in real-world situations, Gen Zers cultivate a resilient mindset that empowers them to face challenges head-on and persevere through them.

Furthermore, acquiring technical skills naturally imparts important time management skills to Gen Z students as they learn to manage extracurricular activities, academic coursework, and skill-building projects. Gen Zers develop good time management skills that benefit them in both their academic and professional endeavours by prioritizing their learning objectives, creating realistic goals, and using their time and resources wisely. To put it briefly, the acquisition of technical skills not only improves professional competency but also gives Gen Z students the tools they need to develop intrinsic motivation, a positive outlook, and time management skills. Gen Zers possess the skills and mindset needed to successfully navigate the intricacies of the contemporary workforce, overcome obstacles, and grasp growth and success opportunities as they begin their career paths. Consequently, funding technical skill development for Gen Z students fosters both their professional and personal development, positioning them to make significant contributions to society.

4.2. Implications

The study has wide-ranging and complex implications for how technical skills improve professional development and, in turn, inspire, foster a positive attitude, and teach time management to Generation Z (Gen Z) students. Career Guidance and Counselling Career advisors and counsellors can offer Gen Z students focused assistance by emphasizing the value of technical skills in advancing their careers and advising them on appropriate skill development pathways. Counsellors can enable members of Generation Z to make well-informed decisions regarding their academic and professional paths by providing them with exposure to a variety of career options and encouraging the acquisition of relevant technical skills.Programs for professional development can be created by employers and industry stakeholders to meet the specific requirements and preferences of Gen Z workers. Organizations can cultivate a positive and driven workforce and promote a culture of lifelong learning and professional growth by providing opportunities for skill enhancement, career advancement, and continuous learning. Employers can help Generation Z employees acquire technical skills by utilizing digital transformation initiatives. Businesses can enable Gen Z workers to acquire pertinent skills and adjust to the changing needs of the digital economy by investing in digital learning platforms, online training materials, and virtual collaboration tools.Gen Z employees' motivation and engagement can be increased by fostering a collaborative, inclusive, and supportive work environment that values learning. Employers can foster a positive attitude and a sense of belonging among Gen Z workers by implementing flexible work arrangements, giving access to state-of-the-art technology and resources, and recognizing and celebrating employees' accomplishments. Employers can help Generation Z employees acquire technical skills by utilizing digital transformation initiatives. Businesses can enable Gen Z workers to acquire pertinent skills and adjust to the changing needs of the digital economy by investing in digital learning platforms, online training materials, and virtual collaboration tools.

The study highlights the significance of identifying and utilizing technical skills to improve professional growth and cultivate a positive, driven, and self-assured workforce among Generation Z workers. Through the integration of the study's findings into educational practices, career counseling services, professional development programs, workplace culture initiatives, and digital transformation strategies, stakeholders can work together to promote the holistic development and success of Gen Z students and workers in the ever-changing modern workplace.

4.3Limitations & Future Research

The main limitation of this research is the narrow focus of its sample, which consists of undergraduate students from Generation Z in Hyderabad (Telangana). Comparing this population to other age groups or data sources may help illustrate the full effect of digital connectivity. As a result, the investigation's theories and findings may be restricted to the target population. The present

study does not explore extant variables beyond technical skills that may impact employability skills. The study's observations regarding the cumulative impact of digital connectivity may not fully capture the spectrum of effects that can be elicited by a variety of varied and diverse digital interactions. Scholars may want to broaden the definition and specifics of technical skills was a guide for future research, considering it from both a theoretical and practical perspective. Examining social, educational, and domestic contexts may provide a more thorough understanding of how digital connectivity affects emotional intelligence and social skills. Considering how essential digital connectivity is to our lives now and in the future, more research in this area is needed. The main limitation of this research is the narrow focus of its sample, which consists of undergraduate students from Generation Z in Hyderabad (Telangana). Comparing this population to other age groups or data sources may help illustrate the full effect of digital connectivity. As a result, the investigation's theories and findings may be restricted to the target population. The present study does not explore extant variables beyond technical skills that may impact employability skills. The study's observations regarding the cumulative impact of digital connectivity may not fully capture the spectrum of effects that can be elicited by a variety of varied and diverse digital interactions. Scholars may want to broaden the definition and specifics of technical skills was a guide for future research, considering it from both a theoretical and practical perspective. Examining social, educational, and domestic contexts may provide a more thorough understanding of how digital connectivity affects emotional intelligence and social skills. The study can be conducted in other educational institutions to understand the perspective of Gen Z students in other pockets of society, demography, social background and so on.

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