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Employability Enrichment through Skill development

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Abstract

In the growing economies, skills such as computer, communication, internet and advance digital skills are predictable to offer possible employees a major rim in securing their jobs and also protecting relatively high-paying jobs. There are number of International organizations that are making efforts on improving the people's employability. The number of institutions offering various professional courses including management program is increasing significantly. At the same time the challenges to be met by graduates are also increasing at a faster pace. The various survey reports have brought in light that with the increase in quantity students there is a decrease in the average quality in terms of employability skill.

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Introduction

Employability results from several factors – a foundation of core skills, access to education, availability of training opportunities, motivation, ability and support to take advantage of opportunities for continuous learning, and recognition of acquired skills – and is critical for enabling workers to attain decent work and manage change and for enabling enterprises to adopt new technologies and enter new markets.

The ILO defines employability skills as:

... the skills, knowledge and competencies that enhance a worker's ability to secure and retain a job, progress at work and cope with change, secure another job if he/she so wishes or has been laid off and enter more easily into the labour market at different periods of the life cycle. Individuals are most employable when they have broad-based education and training, basic and portable high-level skills, including teamwork, problem solving, information and communications technology (ICT) and communication and language skills. This combination of skills enables them to adapt to changes in the world of work.

Skills and qualification have strong relationship with employment and there are sufficient facts indicated that skills and qualification influence service and salary. This new study focus the position of digital skills mainly, figure out an inverse link between unemployment and earnings, the level of literacy among the whole population also play an important role in identifying the impact of digital skills to the individual in finding job.

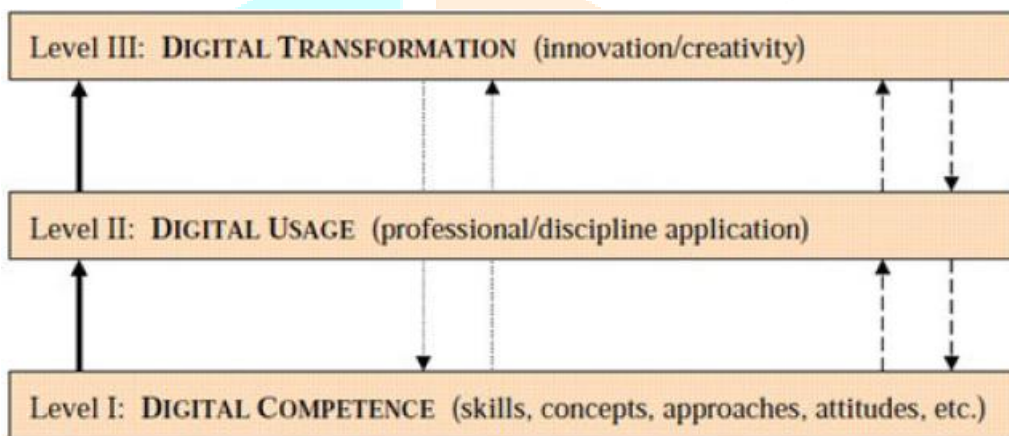
There are number of program introduce by government in order to reduce literacy rate and increasing the basic skills in order to ensure the skills for life.

Enhancing youth employability: What? Why? and How?

Skills have become increasingly important in the globalized world. Vocational and technical skills are essential, but employers are seeking applicants with more. They want employees who can continue to learn and adapt; read, write and compute competently; listen and communicate effectively; think creatively; solve problems independently; manage themselves at work; interact with co-workers; work in teams or groups; handle basic technology, lead effectively as well as follow supervision. These core skills for employability are both important to employers' recruitment and enhance an individual's ability to secure a job, retain employment and move flexibly in the labour market as well as engage in lifelong learning.

Employability entails much more than the ability to get that first job. It is having the capacity to network and market oneself, navigate through a career and remain employable throughout life. It requires the ability to ask questions, acquire new skills, identify and evaluate options, understand rights at work including the right to a safe and healthy work environment, adapt successfully to changing situations and the courage to innovate.

A number of flagship schemes were launched by the Department of School Education and Literacy in the current year.



The main idea of digital skills is the implementation of those skills, the usage of such digital skills of students during the studies, teacher while teaching and employer during their work and other citizens in their respective profession in life.

Core employability skills build upon and strengthen those developed through basic education, such as reading and writing, the technical skills needed to perform specific duties, and professional/personal attributes such as honesty, reliability, punctuality, attendance and loyalty. Core work skills are often not certified nor formally recognized. For job-seekers, the simple answer is that employers are seeking recruits that are job ready, not just those with the technical skills. Employees will be able to respond quickly, reducing the time taken for a product to be conceptualized, manufactured, distributed and sold. Workers will be able to learn more quickly and perform more effectively, allowing for more innovative workplaces where employees can offer novel ideas. Enhanced flexibility means that businesses will be able to adjust quickly to technological change and organizational restructuring.

Computer Skills : Are those that should be learnt by all citizens of the knowledge society in order to: Select and apply ICT systems and devices effectively . Utilize common generic software tools in their private lives. Use specialized tools for work. Flexibly adapt to changes in infrastructure and applications

Communication skills: This require high-level, specialized knowledge used for self-esteem , Helps you to think better , Makes peaceful communities , Makes good relationships

Digital Skills implementation Strategy as the past history and experienced identify the effective ways of implementation of digital skills and become the individual skills or life are connected into the four main interconnected areas of authority Education, Job Training, Government, and Public Awareness and Community Programs.

Teamwork :The ability to work effectively and confidently within a group to achieve a common goal or task. This will involve understanding role within the team, and listening and supporting other team members. Planning, Organizing and Time

Management: The ability to manage self and/or others, resources and time in order to complete goals and tasks to schedule, whilst remaining in control.

Analysing and Problem Solving : The ability to gather information in a systematic way from a variety of sources in order to establish facts; identifying possible cause and drawing conclusions from a situation or problem.

Initiative :The ability to take responsibility and ownership of own work, identify opportunities and be proactive in putting forward own ideas.

Self-Awareness :The ability to identify one's own skills, achievements, abilities, interests, values, motivations and weaknesses.

Flexibility : The ability to adapt and change to different situations and environments and to respond to the needs, wishes and demands of others.

Numerical Interpretation : The ability to understand and be able to extract appropriate meaning from numerical data and express oneself effectively in quantitative terms.

Planning : Understanding the steps that need to be taken to achieve specific targets and goals.

Personal Impact and Confidence :The ability to present a strong, professional image which commands the respect of others.

Leadership :The ability to motivate, take responsibility and lead other people, in order to achieve set goals and objectives.

Networking :The ability to make and sustain contacts in order to gather advice, information and potential business and career development. Linked very much to good communication skills.

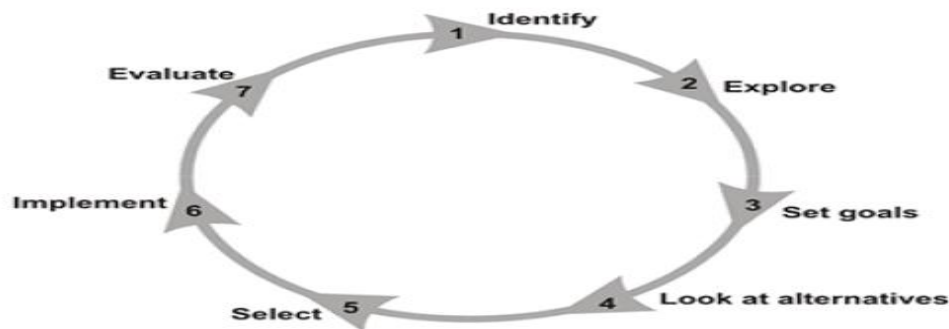
Commercial Awareness : The ability to have an awareness of the business issues that affect the industry, and to understand the environment in which it operates in relation to customers and competitors.

Negotiating :The ability to discuss and then reach a mutually satisfactory agreement. This involves working together with other people and building trust.

NEED FOR ENRICHMENT OF EMPLOYABILITY SKILL

- The world is competitive not only for students but also for institutions and so there is a lot of focus on quality education.
- The companies expect for people who are able to handle uncertainties, have a wider perspective and are leaders and not just managers.
- It is not just skills and knowledge that are important but companies are also looking at the right personality fit and emotional quotient of the individual.

Employers want workers who will take the personal responsibility to make sure targets are met; who can see that there might be a better way of doing something and who are prepared to research and implement change; people who don't panic or give up when things go wrong but who will seek a way around the problem. The following is a typical problem-solving model.



CONCLUSION

In future definitely there will be a dramatic change if the strategies are adopted for reducing the gap between the Graduates and their employability skill.. It is sure that India will excel in the field of knowledge management in the near future. Digital skills such as computer, communication, internet and advance digital skills (ability to use other technology) are very crucial for getting desire jobs.. Majority of the employer and students indicate that communication skills is highly preferable for employment. Digital skills for life contribution emerge to guide in obligation to education and training. Skills training provide a foundation for advance skills improvement, which in turns in increase employability.

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