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“Employability through Skill Development Programmes - an overview of significance of Employability skills”.

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ABSTRACT

The Ever changing industrial environment demands advanced skills. In the job market skill sets are the prominent assets of the job seekers. As the Industries are striving for sustainable development through innovations, job seekers are compelled to enhance their skills on regular basis. Though the Higher Education Authorities and Universities are stressing upon transition of raw human resources into marketable human resources, the quality of out put is not fitting into industrial expectations. Which is resulting in unemployment. Before the situation gets worst, policy makers has to fix the unemployment issue with suitable course of actions. India is rich in population, which is second highest in the world and expected to secure first position. On the other side industries are facing the scarcity of deserved candidates with updated competencies and skills. Industries are much worried about the cost and time spent on training and development programmes for upgrading the employee's skills. In this view, this article will make an attempt to investigate the significance of skills in employment and also tries to find out the employability gap. This paper will review some articles which dealt with employability through skill development programmes.

Introduction

The world of Employment has become more competitive than the past decades. Graduation or post graduation just became the entry pass for entering into the job market and doesn't ensure the employment guarantee. Gone those days, where the Graduation Certificates were sufficient for receiving the appointment order copies. India is the 5th largest economy in the world with a nominal GDP of \$2.94 trillion [1]. With population of more than 120 crores as per 2011 census [2] and making consistent progress in all the fields, the challenging issue of the nation is unemployment. As per The Periodic Labour Force Survey (PLFS) of the National Sample Survey Office (NSSO) the unemployment rate increased to 6.1% in the financial year 2018[3].

In this regard, State and Central governments of India are designing and developing various skill development programmes and implemented in the last decades. Though the untiring efforts of the governments, the unemployment issue is growing rapidly. There is a need of reviewing the various skill development programmes carried out by the Governments, Universities, Technical institutions to spot the shortfalls and errors with these programmes.

Objectives

1. To understand the importance of employability skills
2. To Study the gap between Expected Skills and Skills inculcated

Literature Review

- 1) **Sanjay S. Kaptan (2014)** [4] **“Skill Development and Capacity Building-Role of education Institution”** [4]
The paper was highlighting the fact that the significance of skill development and competency building. Further discussed about the mismatch happening between industry expectations and candidate's specifications, creating a surplus by developing an interface between industries and institutions. The paper ended with prominent role of the education system in developing the skill sets among the student fraternity for better employment opportunities.
- 2) **G. Gowsalya and Dr.M Ashok Kumar(2015)** did a **“literature review on employability skills”** [5]. In this paper, the author proposed that along with curriculum upgradation, positive attitude, dedication, accountability, quick learning skills are needed for present industries. The authors pointed at skill gap, which is widened in India by quoting ASSOCHAM employability survey 2014, which only 10% of MBA graduates are employable & 17% of engineering graduates are employable. Only 25% of the candidates are useful in job market where 60% of our population is ready for jobs.

- 3) **Vandana Saini (2015) conducted a study on “Skill development in India Need, Challenges and ways forward”**^[6]. The article is prepared on the basis of secondary data sources with descriptive research design. The paper begins with dependency of economy on skill development programs. The author claims that knowledge and skills become the life line for Soci-economic development of the country. As per FICCI (2014) Average population age of India is 29 Years, 37 years in China & US and 45 Years in Europe. This data speaks about the India’s strength which can be converted into an opportunity to become the super power in Human Capital. the regretting matter is only 2% of working employees undergone formal vocational training and only 8% undergone informal vocational training programs. Author concluded the paper that, India needs to adopt holistic approach to improve the existing skill development programs.
- 4) **Seema Panday (2016) did study on improvising skill development and employability potential through higher education**^[7]. Research and innovations in India. The paper emphasis on education, research and innovations required for skill development in India. The author highlighted on government & non govt organizations role. Paper made an attempt to finding the gap between public & private organization skill development programs. The paper shows the facts that formally skilled workforce in different countries. India’s formally skilled workforce is approximately 2% only as compared to china with 47%, Japan with 40% & South Korea with 90%.
- 5) **Ajt Bansal (2018) had conducted a study on employability skills of MBA student; Employer and student perspective**^[8], the article focuses on students perception towards employability skills and industry expectations from MBA students, using primary data the author conducted a survey for 60 Industries and 325 MBA students. After analyzing the data, the mean score of perceived Employability skills by MBA students is 4.0 and the mean score employability skill available among MBA student as perceived by Industry is 3.59.
- The mean score of perceived attributes by MBA students is 4.25 and the mean the mean score of available level of employability attributes among MBA students as perceived by Industry 3.59. With this data the author claims that, there is gap exist between students perception & Industry expectation related to employability skills. Further author state that Causes behind this gap is present curriculum of B schools is obsolete.
- 6) **Yasmin Bano & Dr. S Vagantha (2019) Conducted study on review of employability gap**^[9]. The paper is based upon secondary data, the authors discussed in the paper that soft skills are also as important as technical skills & knowledge acquired during graduation. The authors proposed that skill alignment recommendations to fill the employability skill gap, some of them are lack of quality knowledge, Lack of

industry interaction, inadequate infrastructure & facilities, ineffectiveness of vocational & technical education university reputation. these shortfalls can be overcome by work experience, curriculum auditing, career guidance, industrial training records of achievements.

- 7) **Prof. Krunal K Punpurijani (2019) conducted a study on requirement of skill development for the success of “Make in India” project^[10].** The paper is based on purely secondary data sources. The first part of the paper covered with formal training programs & skilled human resources requirements and actual skilled human resources available in India. Planning Commission of India – 11th five year plan says, only 10% of Indian workforces have been undergone formal training. The Nation’s training capacity is of 4.3 Millions. Whereas the current annual requirement of the industries is 22 Million. this created a huge gap in supply and demand for human capital in the country. Further the Author, presented the facts about skill development programs in various developed countries. Finally concluded that sector specific councils should be established to overcome from this gap.

Discussion:

Knowledge, skills, competencies and talent are the desired characteristics of human resources, which are essential components for the industries to achieve the objective of organizational productivity. As the evolution of industries had seen various phases, in each of these phases upgradation took place. Among the above characteristics, Skills are the important elements for the sustainable development and acquiring competitive advantages for the industries. India with its diversity in Geography and demography and being youngest country on the basis of average age of the population lacking in producing the skillful human capital and it will adversely affect the strategic decisions of the policy makers

There is gap between students perception & Industry expectations, the curriculum is not only the cause; there are other factors which influences the skill development programs. The population of youths (15-44 age) in India contributes 46.3% to the total population of 132 crores as per 2011 census of India. whereas, the data pertaining to unemployment issues revealed by ASSOCHAM(2015)^[12] was shocking. There is need of re-addressing the unemployment problem. Conventional training programs needs to be reviewed and abundant human capital can be employed in entrepreneurial activities. To compete with the world class industries, world class skill development programs across the country needs to be implemented and monitored periodically to match the global industry standards. Skill development process is complex and ever changing it is difficult to propose a framework or model. Thus the stake holders of skill development can adopt customized skill development programs to quench the thrust of skill enhancement.

The various stakeholders like Government, Higher education institutes, technical and non technical universities, vocational training institutes have a greater responsibilities in creation of skilled human capital for the modern industries. Public-private-partnership format may bring changes in the skill development programmes. Keeping this in mind government of India under its National Skill Development Corporation developed various skill development programmes across the country which are need based programmes ^[11].

Central Government's ambitious project called "Make in India" is implemented and large number of Start ups,Enterprises have been started under the flagship of Make in India. The challenging task of supplying

skilled human resources to the industries can be addressed by effective training programs. The training capacity of the country is too small and it can be stretched by increasing the number of training centres and utilizing the existing education institutes, universities, vocational training centres and private training centres. The vision of the present NDA Government towards making India as Treasure of skills, is quite appreciable as the government already initiated skill development programmes through SANKALPA, UDAAN, PMKVY ETC.

Conclusion:

The facet of Skill development programmes by Public and Private Undertakings have undergone tremendous changes. Policymakers can concentrate on need based skill development training programs either on vocational basis or continues basis. The role of central, state governments and universities needs to be clarified and the integrated framework of skill development programmes can be designed. Due to the hasty advancement of technology it's a challenging and complex task to inculcate and exercise the skills among the youths.

The rate of employability can be increased by effective involvement of the stakeholders such as Candidates, Governments, Education institutes and Training partners. Concentrating on infrastructure facilities along with curriculum upgradation can be achieved by industry-institute interface. Funding, controlling and reviewing the skill development programs can be fulfilled by having public-private-partnership.

India with its diversity in geography and demography profiles can assess the current skills and compare it with the standards and thereby find the deviations or skill gap. These skill gaps can be bridged with training, education and short term courses. Though the efforts are being done till there is a lot of scope in transformation of abandoned knowledge into skills. Central Government's ambitious schemes like Make in India and 5 Trillion economy dreams will come true only when collective efforts are made.

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