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A STUDY ON THE SKILL DEVELOPMENT OF WOMEN WITH REFERENCE TO SELECTED CORPORATE HOUSES IN MADHYA PRADESH

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Women's skill development is a process to improving the skill and ability of women in various areas of businesses and corporate responsibilities. Women skill development is depends on various factors such as status of education, social status and geographical status. The purpose of the study to examine the skill development of women in various selected corporate houses in Madhya Pradesh. The study was based on primary data and sample has been taken from the women working in different corporate houses. In order to examine the status of skill development few important parameters has been identity such as individual factors, HR Activities, organizational factors, managerial factors. The findings of the study indicates that individual factors, organizational performance and HR activities shave a significant relationship skill development, however managerial performance has not been found significant.

INTRODUCTION

Skill development has become one of the most important activities of the organization because it is related with improve ability of employee in order to increase organizational productivity. However, most of the corporate houses are working on skill development women because the retention rate of women is high a compare to men. On the other hand the role of women in work place expending because of large number of skill development skill activities. The Indian corporate scenario has become women friendly because of diversifying the thinking and promote role of women leadership. The present study is related with skill development of women's with respect to selected corporate houses in Madhya Pradesh in order to explore the status of present skill development activities few parameter such as individual factor, HR activities, managerial performance and organization performance have been discussed as independent variable of the study.

LITERATURE REVIEW

Elena-Loreni Baciu (2020), In the research study ―The Association between Entrepreneurial Perceived Behavioural Control, Personality, Empathy, and Assertiveness‖ it was found that empathy is one of the most important trait of entrepreneurial intentions by keeping empathic approach, entrepreneurs are more likely to consider the welfare of other individuals or groups. Empathy represents a central component of for maintaining social relationships and normal social functioning.

Iyer, (2017), in the research study ―developing life skills for economic progress‖ it was found that Self-awareness is often essential for the effective communication and interpersonal relations and for developing empathy with others. So the researcher suggests that Self-awareness has to be developed which will strengthen the other core life skills. By strengthening these core life skills many problems that are left unresolved can be solved else such problems can cause mental stress and will increase the accompanying physical strain.

Sheela, (2016), in the research study ―Financial Management: A Case Study of Women Entrepreneurs in Visakhapatnam District‖ the researcher observed that the reason behind the ability to influence the business growth was because women entrepreneurs had very limited skills to manage their finance. The study also indicates that women entrepreneurs used very little profits out for the expansion of their business whereas a large part of these profits was used for acquiring non business related assets.

Okpara, (2010), reported that In order to keep a daily track of transactions, women entrepreneurs must have sufficient financial management skills such as bookkeeping and inventory management but they lack in the same, due to which they end up losing track of their daily transactions and cannot account for their Page 39 expenses and profits at the end of the month. Uncertainty of the business environment often lead women entrepreneurs to face serious problems in respect of financial and overall performances, which even threatens their survival.

Bharathi S, (2018), In the research study ―a synoptic view on problems faced by women entrepreneurs‖ it was found that ,women constituted about 50 per cent of population but less than 5 present of them owned small scale business. Often Women have to face the problem of denial by the bankers for obtaining the credit facility, on the ground of lack of collateral security. This leads women's to have a limited access to the risk capital. The complicated procedure of bank loans and the delay in obtaining the loans deter many women from venturing out.

Skill development of women

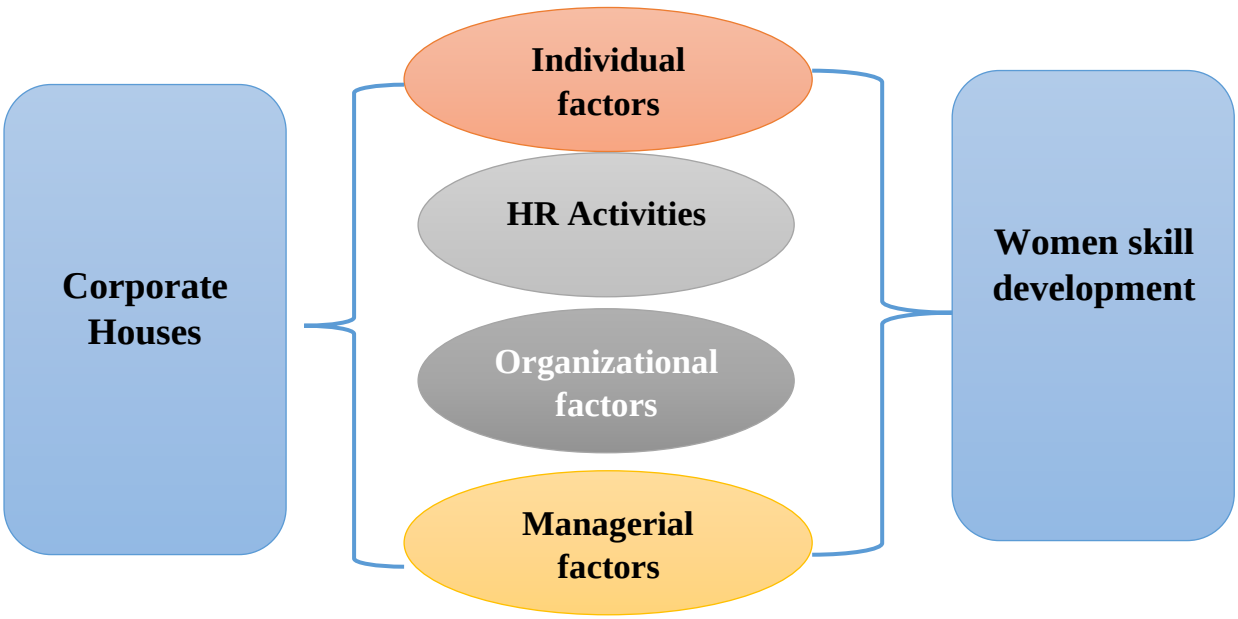
Skill development is a systematic process to enhance the ability of the women to gain expertise in specific areas. The expertise that may be depends on individual and the skills that business organization needs in the present generation. However, in India women from very young age became more skilled because of training from the parents side. However, girls are sometime brought from the trainings. All though positive result from the young women's economic development has become more increasing the because the women's are playing most important role in various areas. Because of traditional gender role women's continuously support everywhere with skill development training in order to increase job opportunity.

OBJECTIVE OF THE STUDY

The objectives of the study are as under

1. To study the relationship between women skill development and individual factors in corporate houses.
2. To study the relationship between women skill development and HR activities in corporate houses.
3. To study the relationship between women skill development and organizational factors in corporate houses.
4. To study the relationship between women skill development and managerial factors in corporate houses.

Research Framework



HYPOTHESIS OF THE STUDY

H_{a1}: There is a significant relationship between skill development of women and individual factor in corporate houses.

H_{a2}: There is a significant relationship between skill development of women and HR Activities in corporate houses.

H_{a3}: There is a significant relationship between skill development of women and organizational factors in corporate houses.

H_{a4}: There is a significant relationship between skill development of women and managerial factors in corporate houses.

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RESEARCH METHODOLOGY

Research methodology is a systematic and hypothetical statement of the process applied for the study. However, it includes the theoretical analysis of various tools, techniques and principal conducted with a branch of information. The methodology of present study is analytical in nature which includes data collection, sample design, measurement tools and analysis of data. The present study deals with primary and secondary data both in order to explore the relationship between independent and dependent variables. The primary data for present study has been collected by using questioner method among the women working in different corporate houses and secondary data has been collected from various sources such as published research paper and thesis's available on different platforms.

Sample Design

The sample for present study has been design on the basis of women skill development and different factors in the corporate house. The sample for present study has been collected from different geographical and demographical areas of women's to identify the status of skill development activity and its impact. The whole sampling process has been completed in various steps

1. **Sampling method:** the present study is deals with purposive method of sampling which has been adopted to obtain the sample among the group of women working in different corporate houses.
2. **Sample size:** the final questionnaire has been distributed among the 200 women's working in different corporate houses. However, 181 women's positively replied and filled the questionnaire.
3. **Sample Area:** the sample area for the present study is selected cities of Madhya Pradesh such as Bhopal and Indore were the large number of corporate houses are located.

Measurement tools

The scaling of data for the present study has been taken place by using five point Likert scale such as 01 strongly disagree to 05 strongly agree.

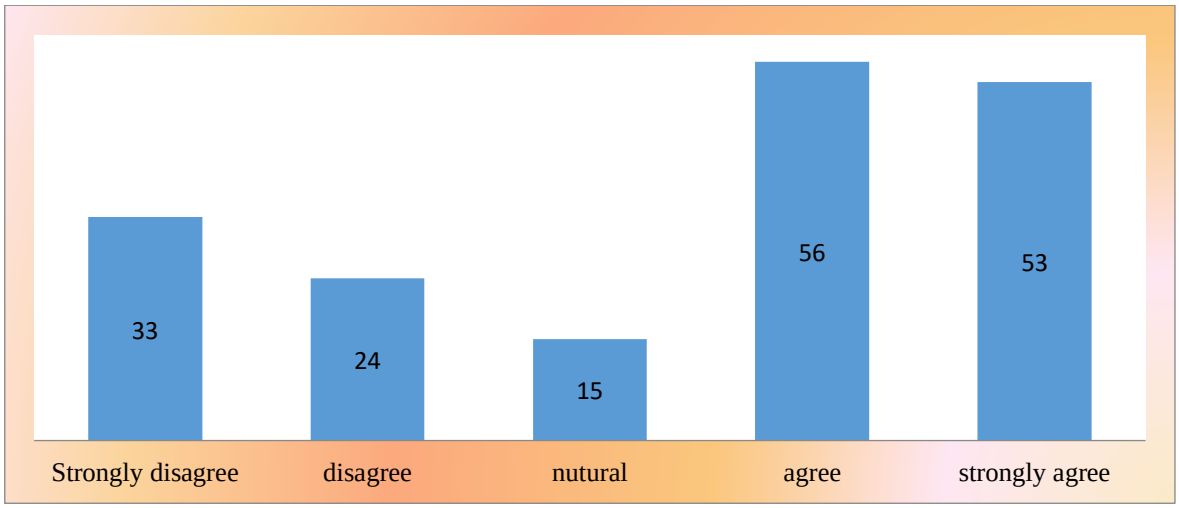
Data analysis tools

The data for present study has been analysis by using chai square test at 5% level of significance and 95% level of confidence.

Testing of hypothesis

First hypothesis

H_{a1}: There is a significant relationship between skill development of women and individual factor in corporate houses.



Interpretation: among all the respondents **33** respondent were strongly disagree with the statement related to skill development of women's and individual factor. However, **24** respondents were disagree, **15** were natural, **56** were agree and **53** were strongly agree with the same.

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Table 1: Relationship between skill development of women's and individual factor.

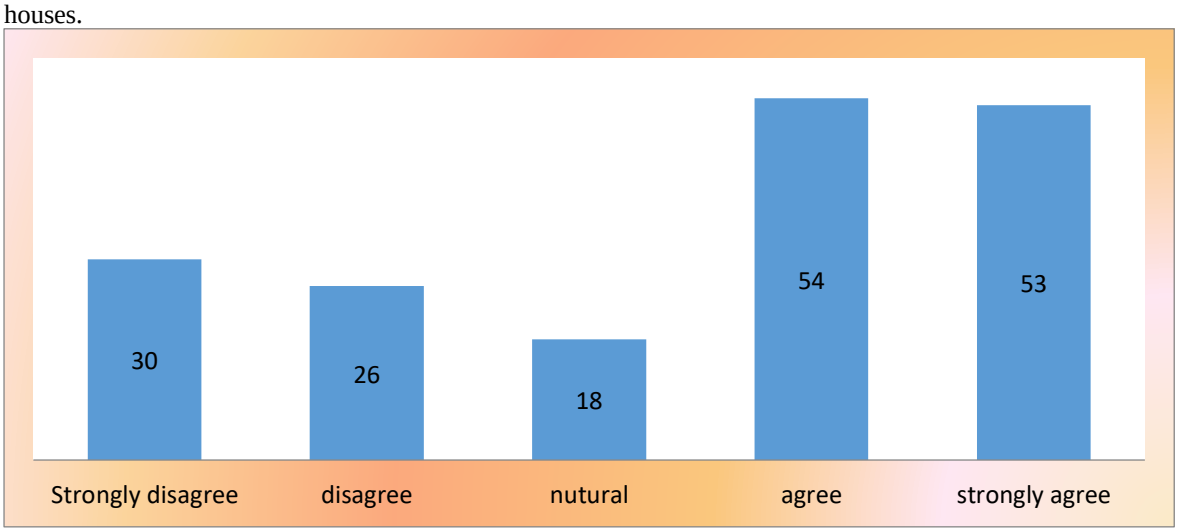
Hypothesis	Statement	df	Chai square	P value	Result
H_{a1}	Relationship between skill development of women's and individual factor	3	8.122	0.003	Significant

Table 1: explore the relationship between skill development of women's and individual factor. It can be seen in the above table that the chai square value is **8.122** and **p** value is **0.003** which is significant at **5%** level of significance. However, study accepted the alternative hypothesis.

H_{a1}= accepted

Second hypothesis

H_{a2}: There is a significant relationship between skill development of women and HR Activities in corporate houses.



Interpretation: among all the respondents **30** respondent were strongly disagree with the statement related to skill development of women's and HR Activities. However, **26** respondents were disagree, **18** were natural, **54** were agree and **53** were strongly agree with the same.

Table 2: Relationship between skill development of women's and HR Activities.

Hypothesis	Statement	df	Chai square	P value	Result
H_{a2}	Relationship between skill development of women's and HR activities	3	9.052	0.001	Significant

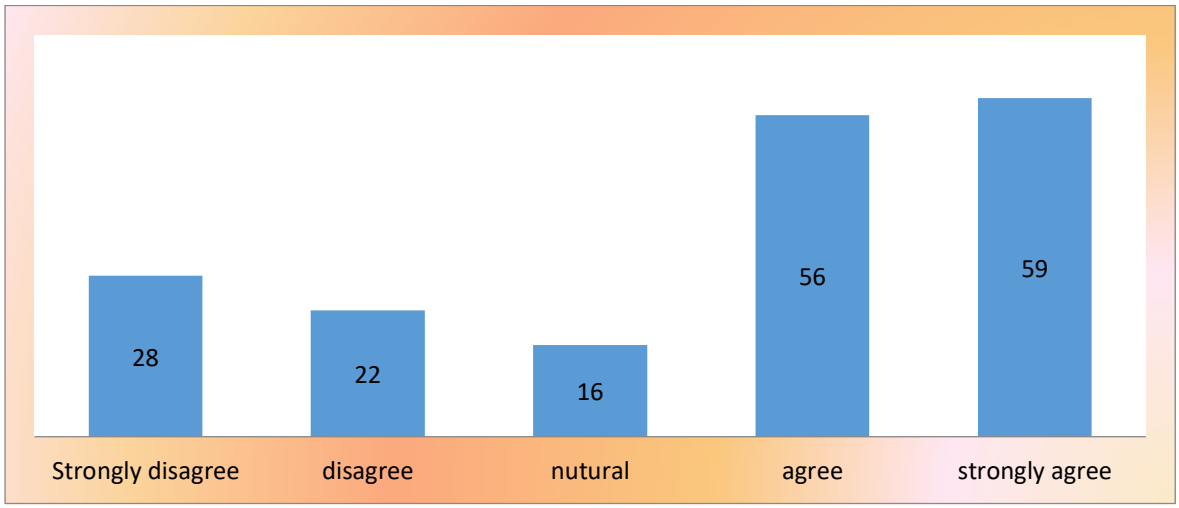
Table 2 explore the relationship between skill development of women's and HR Activities. It can be seen in the above table that the chai square value is **9.052** and **p** value is **0.001** which is significant at **5%** level of significance. However, study accepted the alternative hypothesis.

H_{a2}= accepted

Third hypothesis

H_{a3}: There is a significant relationship between skill development of women and organizational factors in corporate houses.

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Interpretation: among all the respondents **28** respondent were strongly disagree with the statement related to skill development of women's and organizational factors. However, **22** respondents were disagree, **16** were natural, **56** were agree and **59** were strongly agree with the same.

Table 3: Relationship between skill development of women's and organizational factors.

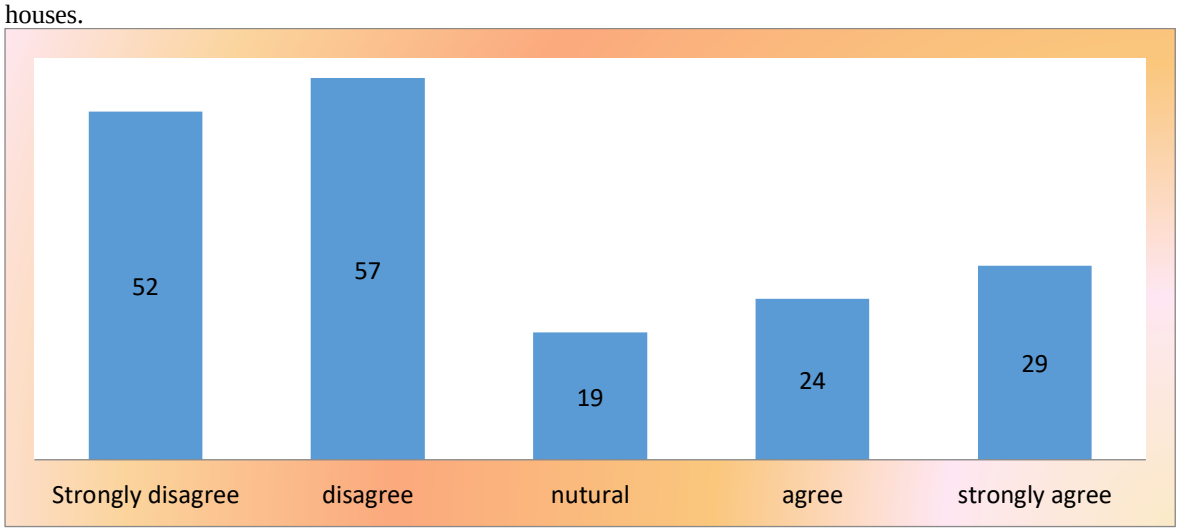
Hypothesis	Statement	df	Chai square	P value	Result
H_{a3}	Relationship between skill development of women's and organizational factors	3	11.543	0.000	Significant

Table 3: explore the relationship between skill development of women's and organizational factors. It can be seen in the above table that the chai square value is **11.543** and **p** value is **0.000** which is significant at **5%** level of significance. However, study accepted the alternative hypothesis.

H_{a3}= accepted

Forth hypothesis

H_{a4}: There is a significant relationship between skill development of women and managerial factors in corporate houses.



Interpretation: among all the respondents **52** respondent were strongly disagree with the statement related to skill development of women's and managerial factors. However, **57** respondents were disagree, **19** were natural, **24** were agree and **29** were strongly agree with the same.

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Table 4: Relationship between skill development of women's and managerial factors.

Hypothesis	Statement	df	Chai square	P value	Result
H_{a4}	Relationship between skill development of women's and managerial factors.	3	7.591	0.079	Not Significant

Table 4 explore the relationship between skill development of women's and managerial factors. It can be seen in the above table that the chai square value is **7.591** and **p** value is **0.079** which is not significant at **5%** level of significance. However, study rejected the alternative hypothesis.

H_{a4}= Rejected

FINDINGS OF THE STUDY

The various findings of the study are as under

1. It can be observed from the table 1 which explore the relationship between skill development of women's and individual factors. Since the value of chai square is significant and study accepted the alternative hypothesis. However, it can be explore that individual factors played a significant role with respect to skill development women in corporate sector.
2. It can be observed from the table 2 which explore the relationship between skill development of women's and HR Activities. Since the value of chai square is significant and study accepted the alternative hypothesis. However, it can be explore that HR Activities played a significant role with respect to skill development women in corporate sector.
3. It can be observed from the table 3 which explore the relationship between skill development of women's and organizational factors. Since the value of chai square is significant and study accepted the alternative hypothesis. However, it can be explore that organizational factors played a significant role with respect to skill development women in corporate sector.
4. It can be observed from the table 4 which explore the relationship between skill development of women's and managerial factors. Since the value of chai square is not significant and study rejected the alternative hypothesis. However, it can be explore that managerial factors is not significant related with skill development women in corporate sector.

CONCLUSION

The present study is related with women skill development in various corporate houses. It can be seen in the findings that various factors such as individual factor, HR activities, organizational performance and managerial performance have been discussed as independent variables. The data for the present study has been analyse by using chai square analysis at 5% of significance. Findings of the study indicates that individual factor, HR activities and organizational factor played a significant role towards skill development of women's, however, managerial performance has not been found significant.

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