



## SKILL DEVELOPMENT AND EMPLOYABILITY

**Sahana Chengappa . P**

*1<sup>st</sup> M Com (IB), Mount Carmel College, Vasanth Nagar , Bangalore, Karnataka, India*

**Valanteena . D**

*1<sup>st</sup> M Com (IB), Mount Carmel College, Vasanth Nagar , Bangalore, Karnataka, India*

### ABSTRACT

*Skill development and employability are important issues facing both industry and academicians. While a college provides various inputs, industry has found it lacking. From the students point of view the researchers are trying to understand how the different skills possessed by the students creates an impact on getting better employment opportunities. The most critical dimension related to employability is recognition of skills and value accorded to it by the industry. Industry often laments on the lack of skilled workforce both in terms of quality and quantity which has led many companies to create their own models of talent sourcing and developing required skills. This is mainly because the skills acquired by the students is not meeting the requirements of the company. It was generally found that although skill development is included as a part of the curriculum, industry found it difficult as they were not properly supplied. India is poised to become the youngest country in the world by 2020, with an average age of 29 years so if the youth are not skilled and face unemployment challenges it might turn up to be a liability rather than an asset for the nation.*

*Therefore understanding the aspiration of the youth and the importance of developing relevant skills and capabilities so as to focus on company's requirement is equally important.*

**KEYWORDS :** *skill development , employability , education system , skill gaps, industry interaction, skill India.*

### INTRODUCTION

Skill development means identifying of the skills possessed by the individuals and the skill gaps and focusing on its development in different ways so as to achieve the goals. At present, most of them lack the necessary skills and the gap between the existing skills and skills demanded by the industry is humongous. Along with increasing the opportunities, skill development will also empower an individual.

The youth today are facing a lot of challenges even though there are a plenty of opportunities available and this is because, the students are failing to meet the individual standards. India, as a developing country has brought in a number of changes over a period but it still needs to focus more on it as India has a lot of challenges to overcome. Skills have to be developed from the right age, which will not only benefit the individual but also beneficial for the nation as a whole. Employability skills are the skills that is essential to be highly valued in any organisation required for effective performance in workplace. Skill development and employability are the major issues from the point of view of the industry as well as the colleges/ institutes. Skill

development and employability are complementary to each other. This is mainly because the skills acquired in the college through various activities like internships, coaching classes on developing communication skills, classes on team work and team building, leadership skills etc ; gives them experience which is implemented in the work place and also for job applications. The experiences gained from the skills will help an individual to build a portfolio of skills which will be valued by employers. It has become important to analyse the difference between the skills acquired and employability as it has become a global and a widespread issue.

Earlier the education system was all about teaching the students only theoretical aspects as mentioned in the syllabus but now as a result of modernisation and globalisation various colleges have modified their teaching patterns and contents. Through this colleges are trying to offer opportunities to students to expand their level of knowledge. The Government of India has come up with an initiative / campaign in order to increase the skills of the Indian youth. The campaign is "Skill India". Skill India is an initiative started by Narendra Modi in 2015 so as to provide training to the Indian youth and make them acquire different skills by 2020.

## BENEFITS OF SKILL DEVELOPMENT

1. With the help of skill development students can get better opportunities and scope for recognition of their talents.
2. It helps the students to attain good and quality jobs.
3. As the employment rate increases the economy of the country reaches greater heights.
4. It helps in increasing the confidence level of the students and youth which makes them focus more on acquiring better skills.

## REVIEW OF LITERATURE

A number of research papers and articles provide a detailed insight about the role of skill development in student's life in present scenario and a view about skill and landscape in India.

1. **Rubvita Chadha (2014)** concludes that students are not provided with effective and efficient skills which helps them in meeting the industry's requirement for employment. In reflection to this problem miss Rubvita gives suggestion to the universities to help students avail skill based education like offering more practical knowledge, provide training based on the reality of the current scenario, develop conversational skills, to take measures that enhance confidence level of students, orienting teachers about the skills demanded by the industries and train them accordingly, invite experts from industries to interact with students, pave opportunities for students to visit industries periodically and most importantly encourage institute-industry interaction.
2. **Nishad Nawaz & Dr. B Krishna Reddy** conclude that it is necessary to bring a change in Indian education system. It is time to focus on modern training and creative teaching than theoretical knowledge. The universities should focus on innovative initiatives in order to lower the skill shortage and focus on the barrier in communication between the industry and institute.
3. **Anitha Ganesh & Swapna** conclude that skill development enhance employment opportunities to students and makes it easy for them to get employed as per the requirement of the industries. This reflects on lowering the unemployment rate and make utilize of the skills of youngsters. So the colleges should train the students in such a way that it meets the potential employment demand of the industries and also the government should come up with different schemes for skill development.

## STATEMENT OF PROBLEM

The Indian education system has become obsolete and therefore through modernisation and globalisation the education system is changing in a slower pace. The students are not aware of the opportunities that is being offered to them from different fields. The colleges are giving more importance to theory based knowledge rather than practical knowledge. therefore the researcher felt the need to assess the current scenario in relation to the gap that exists between academia and industry. it seeks to understand the expectations of the students in institutes of higher learning towards skill developments and employability.

## OBJECTIVES OF THE STUDY

1. To study the students perception towards the skill development in academic syllabus and also its importance in their employability.
2. To study the gap between industry requirements from the students and the skills possessed by the students.
3. To study the changes required in the education system.

## METHODOLOGY

The research on skill development and employability was based on both primary data and secondary data. The primary data was collected from the questionnaire from a sample of 116 students of different colleges and represented in the form of graphs. The secondary data was collected from the online websites relating to skill development and a couple of books. This data was classified and tabulated. Findings have been summarised and suggestions have been made.

## SCOPE OF THE STUDY

1. The research paper limits itself to the opportunities that is available to the higher education students.
2. The opportunities that is being expected by the students and what they are being offered.
3. The expectations of the industry's from the students and educational institutions.

## LIMITATIONS OF THE STUDY

1. The primary data was randomly collected from students from different colleges situated in different places within India.
2. The research mainly focuses on the present scenario where in few of the respondents are not aware of the career opportunities available and skills to be acquired.
3. The research paper considers only the need of skill development in India.

## ANALYSIS AND INTERPRETATION OF THE STUDY

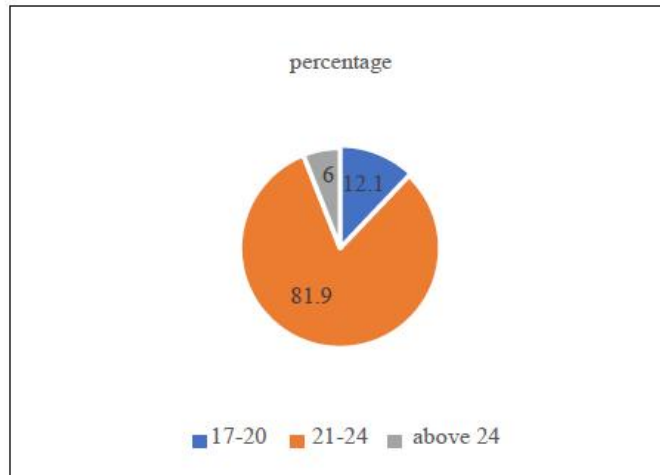
**Table no 1 showing the age group of the respondents**

Age group	percentage
17-20	12.1
21-24	81.9
Above 24	6

From the above table it is seen that 12.1 % of the respondents are in the age group of 17-20. 81.9 % of them belong to the age group of 21-24 and the remaining 6% are

above the age of 24. Therefore it can be inferred as majority of the respondents are from the age group of 21-24 who are young people just passed their teens.

**Chart no 1 showing the age group of the respondents**

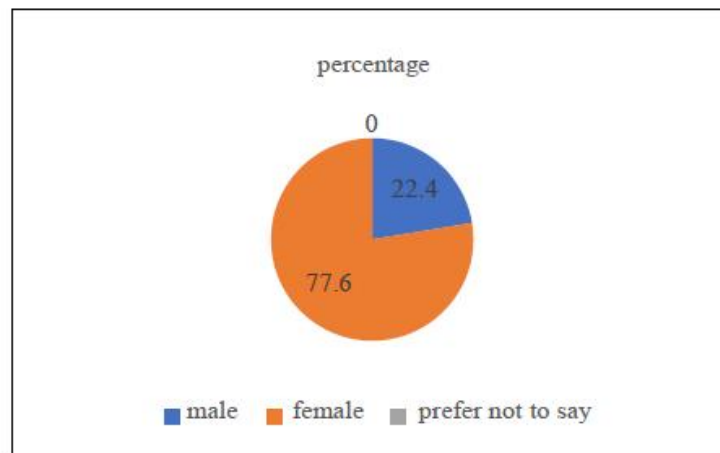


**Table no 2 showing the gender of the respondents**

Gender	Percentage
Male	22.4
Female	77.6
Prefer not to say	0

From the above table it is analysed that majority of the respondents are females constituting 77.6% and the remaining are male constituting 22.4. Therefore it is inferred that most of the respondents are females.

**Chart no 2 showing the gender of the respondents**

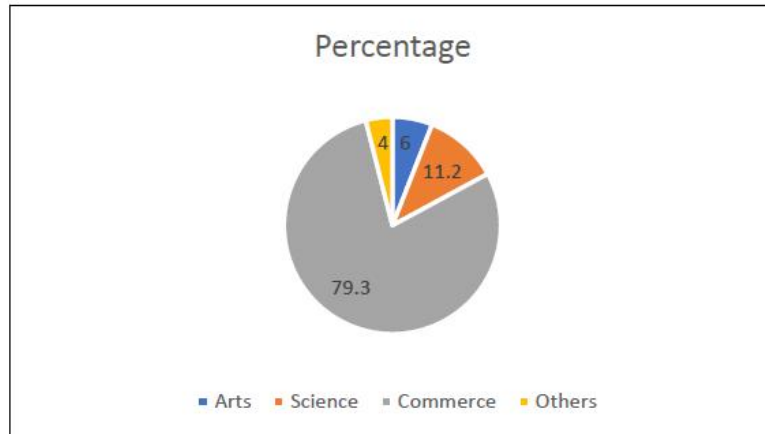


**Table no 3 showing the stream of education of the respondents**

Course	Percentage
Commerce	79.3
Arts	6
Science	11.2
Others	4

From the above table it is analysed that major part of the study comprises of the students belonging to the commerce background constituting 79.3 and then students belonging to the science stream constituting 11.2% and then 6 % of the students belonging to arts and remaining 4% of the students are from other educational background. Therefore it can be inferred that most of them prefer commerce as their career.

**Chart no 3 shows the stream of education of the respondents.**



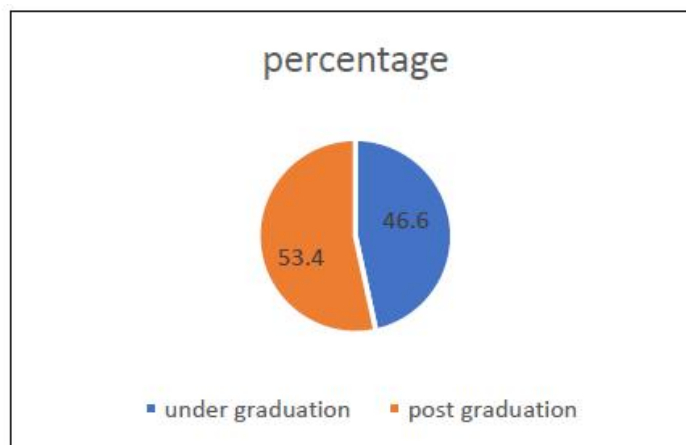
**Table no 4 showing the educational qualification of respondents.**

Qualification	Percentage
Under graduate	46.6
Post graduate	53.4

From the above table it can be analysed that the percentage of the respondents of the study is a combination of students who are currently pursuing under graduation and also the post- graduation. This study comprises 53.4% of the

post graduate students and the remaining 46.6% are the under graduate students. Therefore it can be inferred that majority of the students are pursuing higher education .

**Chart no 4 showing the educational qualification of the respondents.**

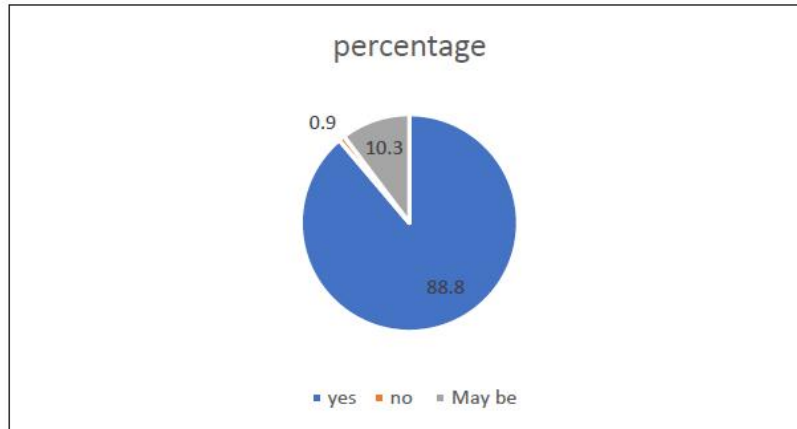


**Table no 5 the importance of acquiring skills rather than just having theoretical knowledge**

Response	Percentage
Yes	88.8
No	0.9
May be	10.3

From the above mentioned table it is analysed that major part of the students prefer to possess practical knowledge that is 88.8% of students want to have practical knowledge, 10.3% of the students feel that just acquiring skills is not enough and the remaining 0.9% of the students are confused

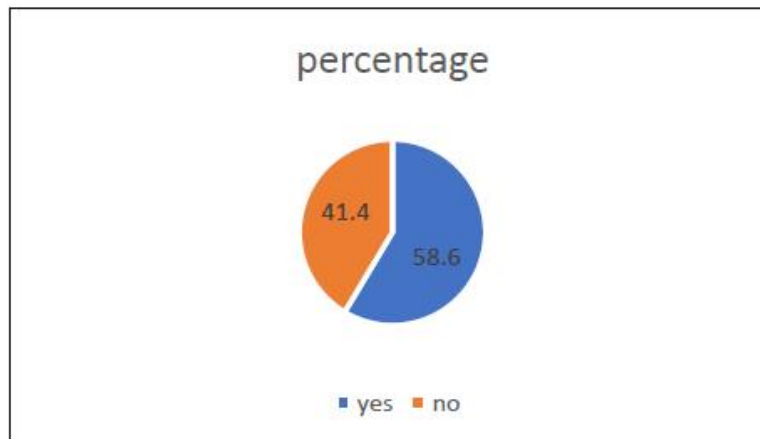
about its importance. It can be inferred that major part of the students feel itsimportant to possess skills rather than just having theoretical knowledge so that it helps them to possess the job or get employed.

**Chart no 5 showing the response on acquiring skills rather than theoretical knowledge.****Table no 6 showing the response of importance of college towards skill development as per the academic syllabus.**

Response	Percentage
Yes	58.6
No	41.4

From the above table it is analysed that 58.6% of the students are offered skill development in their academic syllabus and the students feel that the college gives importance for it and the remaining students are not being offered skill

development by their colleges. It can be inferred that colleges are focusing on the acquisition of skills as mentioned in their syllabus and few other colleges need to focus on this.

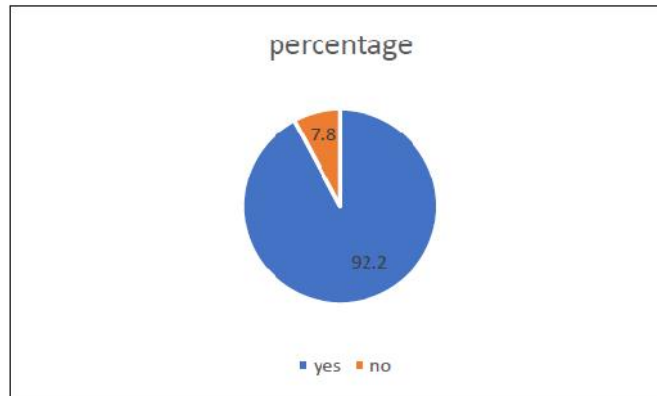
**Chart no 6 showing the response on skill development in academic syllabus.****Table no 7. showing the preference of the students on acquiring skill development course offered by the college.**

Response	Percentage
Yes	92.2
No	7.8

From the above table it can be analysed that 92.2 % of the students prefer to have a separate course to be offered by the college for acquisition of skills whereas the remaining 7.8 % of the students do not prefer to have a separate course for it.

Therefore it can be inferred that students find skill development as the need of the hour in order to get better employment opportunities matching their skills.

**Chart no 7 Showing the preference of the respondents on acquiring skill development course.**



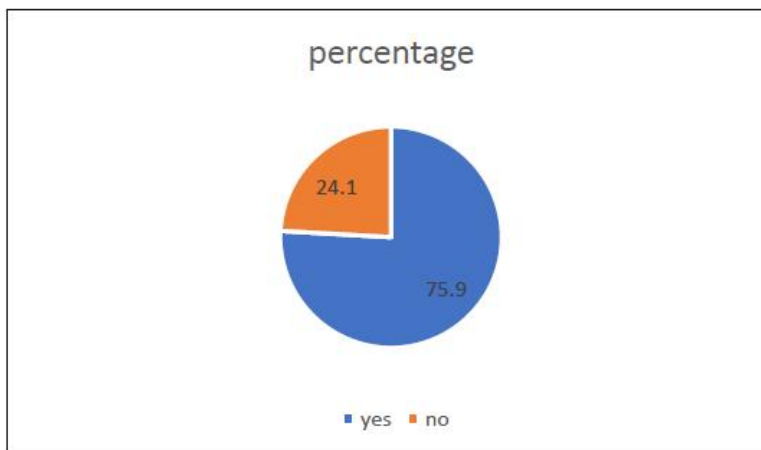
**Table no 8 showing the opinion of students if the skills possessed by them is sufficient to get employed.**

Response	Percentage
Yes	75.9
No	24.1

From the given table it can be analysed that 75.9 % of the respondents feel that they possess enough knowledge and skills in the college which is required for them to get employed whereas the remaining 24.1 % of the respondents feel that

they need to acquire more of both skills adtheoretical knowledge. Therefore it can be inferred that majority of respondents are satisfied with their knowledge level and they feel that they possess the skills required for employment

**Chart no 8 showing the opinion of students if the skills possessed by them is sufficient to get employed.**



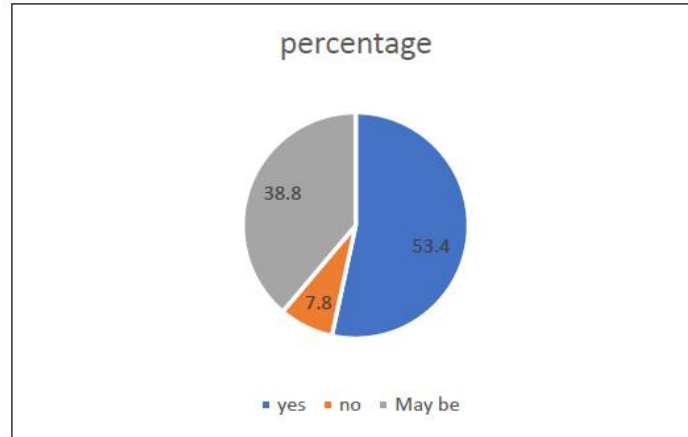
**Table no 9 showing how providing training on skill development can minimise the unemployment challenges.**

Response	percentage
Yes	53.4
No	7.8
May be	38.8

From the above table it can be analysed that majority of the students that is 53.4 % of the respondents feel that if proper training facility is provided on developing skills it will gradually minimise the unemployment rate whereas 7.8% of the respondents feel that just the training is not sufficient and

the remaining 38.8 % of the respondents are confused if training is sufficient or not. It can be inferred that the respondents are not sure if just the training facility is enough for employment or other facilities needs to be acquired because the respondents are in a dilemma about the company's requirements.

**Chart no 9 showing the response on skill development in reflection to unemployment**



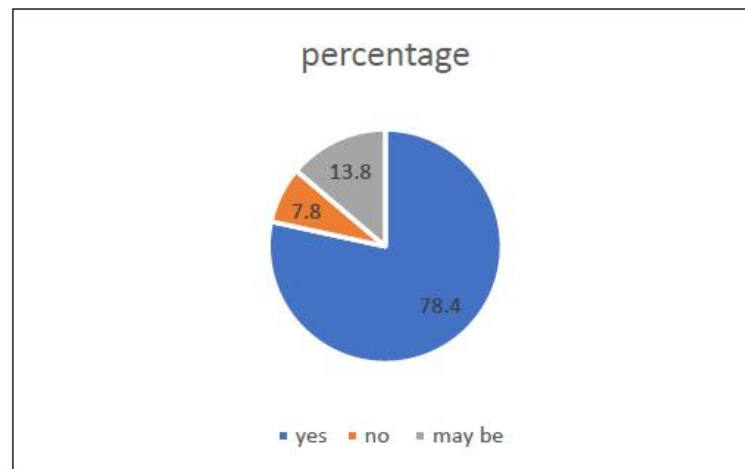
**Table no 10 showing the necessity of giving equal importance to both the youth and company's requirements.**

Response	Percentage
Yes	78.4
No	7.8
May be	13.8

From the above table it can be analysed that major part of the respondents that is 78.4 % of them feel that it is important to give equal weightage to both whereas 7.8 % of the respondents think it is not necessary to be so and the remaining

13.8 % think that it may or may not be of equal importance. It can be inferred that majority of the respondents believe it is equally important because they are complementary to each other.

**Chart no 10 showing the necessity of giving equal importance to both the youth and company's requirements.**



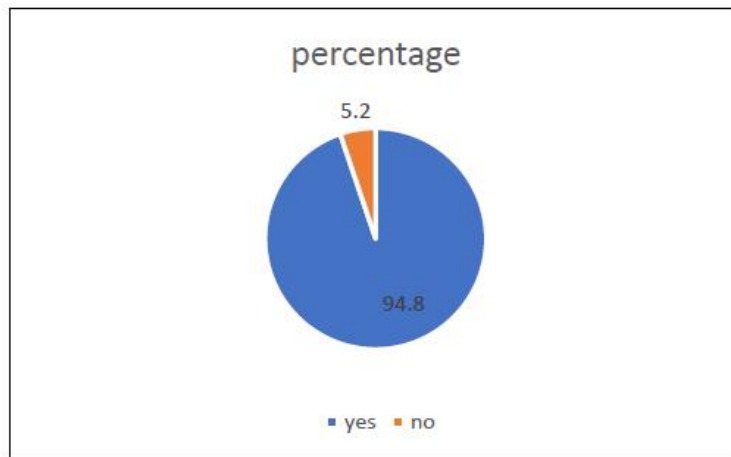
**Table no 11 showing the importance of bringing a change in the Indian education system.**

Response	Percentage
Yes	94.8
no	5.2

From the table it can be analysed that most of the respondents that is 94.8 % of them feel it is important to bring in a change whereas a small portion of 5.2 % of them feel it is not required. Therefore it can be inferred that the change

required because colleges focus on theoretical knowledge which is an hindrance for the overall development of individual.

**Chart no 11 showing the importance of bringing a change in the Indian education system.**



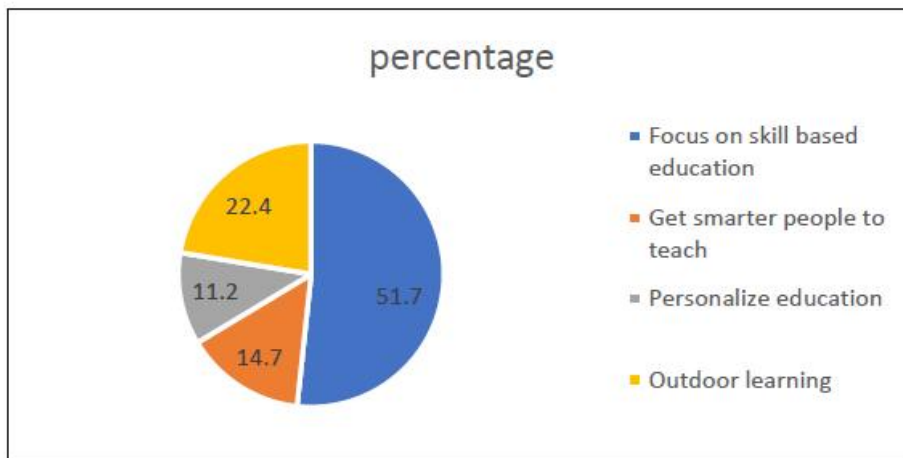
**Table no 12 showing the change required in the Indian education system?**

Response	Percentage
Focus on skill based education	51.7
Get smarter people to teach	14.7
Personalize education	11.2
Outdoor learning	22.4

From the above table it can be understood that 51.7% of the respondents wants to have skill based education, 22.4% of the respondents prefer to have outdoor learning, 14.7% of the respondents prefer to have experts teaching them and the

remaining 11.2% of the respondents prefers personalised education. Therefore it can be inferred that the respondents prefer to acquire knowledge and skills in a realistic way rather than having traditional approach.

**Chart no 12 showing the change required in the Indian education system.**



**FINDINGS**

1. That major part of the students feel it's important to possess skills rather than just having theoretical knowledge so that it helps them to get employed.
2. The colleges are focusing on the acquisition of skills as mentioned in their syllabus, but majority of the colleges are not focusing on it.
3. The students find skill development as the need of the hour in order to get better employment opportunities matching their skills.
4. Majority of respondents are satisfied with their knowledge level and they feel that they possess the skills required for employment.
5. The respondents are not sure if just the training facility is enough for employment or other facilities needs to be acquired because the respondents are in a dilemma about the company's requirements.
6. Majority of the respondents believe it's equally important because they are complementary to each other.
7. The change is required because colleges focus on theoretical knowledge which is an hindrance for the overall development of individual.
8. The respondents prefer to acquire knowledge and skills in a realistic way rather than having traditional approach



## CONCLUSION

Today, India is facing a lot of challenges with regard to the employment opportunities. The reason behind this is the communication barrier between the institutes and the industry. Students are receiving information about the opportunities that is available for them but they are not able to reach the opportunities and make use of it at the right time with the right skills. The awareness level about its importance is less and its need to be acknowledged. Skill development is a tool to enhance the employability. The colleges should ensure that the students are being constantly informed and guided about the changes of industry's requirements along with the expectations of the employers from the graduating students.

As a result of globalisation the performance level of industries are becoming high and the expectations changes according to it. The reflection of this is seen where many industries are creating their own models of talent sourcing. It is essential for skill development and employability to go hand in hand as they influence each other to a greater extent in a positive manner. Matching each other's requirements has become a global issue and its widespread.

The Government of India has taken an initiative to address the problem of skill development in youth and it is called "Skill India". They are focusing on how the skill India campaign can bring a positive impact on the youth of India and gradually trying to mitigate the gap between college graduating and industries. In order to accomplish this, more training programmes and campaigns should be started so that this issue is resolved completely.

Therefore from the research it can be concluded that the students are expecting a lot of changes to take place in the education system. They prefer to have a modern foundation for acquiring skills rather than the traditional way of acquiring skills. The institutes should make sure that they bridge the gap between the students and industry's. The acquisition of skills and getting employed has to be in a realistic and practical way.

## RECOMMENDATIONS

1. There are colleges focusing on skill development as a part of academic syllabus, but majority of the college who aren't focusing on skill development need to focus on this hindrance and build foundation in an effective manner that help students in acquiring skills through creative skill development programs and render skill based education which creates an awareness to the students about how the corporate world functions.
2. The colleges should provide modern training facilities in development of skills. It indicates that there is a communication barrier between the universities and companies. The universities need to bridge the skill gaps as per the requirements of the company, with better training facilities that helps a student to utilize the opportunities in getting employed. It also indicate that most of the universities are failing to render adequate training facilities to students in the area essential for employment, the colleges need to focus this aspect as well.

3. The Indian education system mainly focus on theoretical knowledge and traditional method of teaching which is not greatly contributing to employment opportunities to the students. A change need to be brought into the current education system where they give importance on modern training facilities and focus on skill development that are more realistic. Students tend to over value the importance of creativity and leadership and under value the importance of flexibility/adaptability and teamwork, which and employer regards with high importance. Such discrepancies need to be addressed by raising awareness programs so that students are informed about the skills organizations prioritize before they graduate.
4. For the students to have a clear picture about how the current scenario of employment is the colleges should offer them field visits, the industry should give the students a gist of equipping themselves better so that they can bridge the barrier between them.

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