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**BAND PERFORMER IN ARIIA**

**VOLUME - II**

"A Study of Skill Development for Employability Enhancement"

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**Abstract**

Human skills are most demanded and perishable resource in all sectors of life. There is a shortage of skills in comparison with demand of skills, where role of Commerce and Management Education is vital. NSDC has been started PPP in India for upgrading skill of Indian workforce, with the target of skilling 500 million people by 2022. The researcher has interviewed 52 students sample respondents at Department of Commerce and Management, Shivaji University, Kolhapur, MS, India. Researcher has focused on Employability through skill building of the commerce and management students by way skill training. Researcher has referred the activities which have been conducted on and off the Shivaji University campus and made the suggestions like

outcome based practical teaching, self-learning, ICT based teaching, cara-van, employee bank, finishing school concept etc.

**Key Words:** Skill Mapping, NSDC, Cara-Van, Outcome, Employee Bank.

**1. Introduction:**

Human Resource Management and Development (HRM & D) activities include manpower planning, selection, recruitment, employee participation, compensation, performance appraisal, internal labour management and training. HRMD activities can influence the organization's performance by direct means through improvement of employee's skills and quality. India has one of the largest higher education systems in the world, with more than 36,700 Colleges, 825 Universities and Vocational Institutes. India is the third largest country in the world in students', after China and the United States, which is considered as a demographic dividend. National Skill Development Corporation (NSDC) is a first of its kind public private



partnership (PPP) in India for upgrading skills of the growing Indian workforce through various programmes and VTP's. The objective of NSDC is to contribute about 30% to the overall target of skilling 500 million people in India by 2022. (Ref. Yojana, May 2012, Pp 25 - 26). Eleven sectors viz. 1. Automobile, 2. Electronics, 3. Textile, 4. Construction, 5. Food Processing, 6. IT, 7. Media and Entertainment, 8. Health Care, 9. Banking, Insurance and Finance, 10. Education and 11. Unorganized sectors have considered for skill development for employability enhancement. The researcher has interviewed 52 student respondents with 14 variables for data collection and interpretation.

## 2. Objectives:

1. To study the required skills for employability.
2. To study the perception of the students.

## 3. Hypothesis:

"There is a skill gap between expectations from job seekers and job providers for the job in the Kolhapur district of Maharashtra state.

## 4. Research Methodology:

The researcher has collected data through questionnaire and discussion. To develop the solution for measurement of

employability index or skill development, the researcher has interviewed 52 PG students through structured questionnaire with 11 point scale and 14 basic variables like satisfaction of last educational qualification, interview attended, work place choice, job position, skills possessed, self-performance level, skills learned through earlier education, job getting possibility, real competitiveness, reason of joining further job, strength and opportunities, leadership and team building approach, decision making skills, conceptual knowledge, interpersonal relations, communication skill, initiative skill goal and target clarity, level of confidence etc.

## 5. Analysis and Interpretation of Data:

### A. Experiment of Employability Skill Enhancement:

### B. Skill Development Model suggestions for Employment Enhancement –

- a. *Skill Development Training* - Skill development training is required for effective performance and fulfilling the job requirements. Skill development facilities are required for effective training. The facilities includes sufficient infrastructure,



furniture chalkboard, chart and graphs, computer, LCD, smart board, audio system, DVD player, lighting control, effective arrangement of furniture, etc. Different sectors are having different preconditions, requirements, durations, size of the batch, different location, different understanding capacity etc, accordingly; skill should be imparted. In short, skill training is required for employability enhancement.

b. *Advertisement and Publicity* -

The universities and colleges should do the advertisement and publicity for creating the awareness about skills development for employability enhancement. One can think to develop "*Skill Building Brand Ambassador*". Researcher has suggested that to nominate as a "*Skill Building Brand Ambassador*" from the same district who is a role model for others. The "*Brand Ambassador*" can be nominated in each and every distinct on the basis of characteristics and

location of the district. It is also suggested that one "*Brand Ambassador*" can be nominated for whole Maharashtra state. In today's competitive and glamorous world, Brand Ambassador is essential. It is specially suggested that the Brand Ambassador should be district wise who is known to others. For marketing of various skills; posters, banners, meetings and programmes should be arranged. Radio and television advertisement may be started for skill development.

c. *Resource Persons / Trainers* -

The trainer should be a knowledgeable and practicable person for imparting the skills. "*Only practical*" things should be taught for employability enhancement. Applications can be collected from collected and selection should be made on the basis of qualification, experience, specialization etc. The core committee should control and superior the selection and job performance of the candidate. Role of the trainer in skill

building programme is very important, so, proper selection method for trainer should be adopted. Honorarium of the skill trainer should be linked with employability of the participants.

- d. **Syllabus** - The researcher has suggested that the syllabus for employability enhancement should be flexible. The syllabus should be changes from time-to-time by eminent and experienced personalities with only practical approach. The need based syllabus should be prepared. Job Provides' views should be incorporated in the syllabus. The syllabus should cover all aspect of the concern skill building topic and latest concepts. Prepared syllabus should get approved from the expert committee.
- e. **Skill Mapping** - It is suggested that at the end of every employment enhancement programme, skill mapping should be conducted. The evaluation should be conducted through third party. It is merely skill building programme where

practical and employability enhancement activities should be conducted. 100% attendance (Except Exceptions) and more than 75% marks / score or grade A or B should be secured then only certificate will be issued. The employment ability test paper can be designed time to time and as per the need. The test can be designed online for a few skills building programme where it is possible. The evaluation should be conducted through third party.

### **Employability**

#### **Enhancement Methods -**

The researcher has suggested to conduct participative lecture method, GD, role playing, case study, brainstorming, T-group training, buzz group method - direct involvement of every member of large group in discussion process, management games, syndicate method - big group divided in to cluster/syndicate group and conducted discussion among syndicates/clusters, conference, project, workshop, forum method



etc.

### Conclusion

According to Skill Mapping survey, before and after, average 116% growth has found with 14 variables and 11 point scale. It is an experimental research which has proved the set hypothesis. According to Radstuds Survey (Ref. Daily Lokmat dated 28.4.2012, P. 5), a company is doing research in H. R. sector in worldwide, who contributed their survey report regarding India that *the Indian job seekers are not interested about heavy salary, heavy incentives and other monetary benefits but they are more interested about. "guarantee of job and job security" in existing job. "job security is more preferable than fat salary"*. It can be correlated with skill gap study of the Kolhapur district, that the job seekers and existing employees will be more comfortable due to 'job security' and not heavy / bulky / fat salary or wages. It means that "skills" are very much essential for job security and fat salary or wages. If candidate or employee is not having sufficient skills

then he may come in trouble for getting the job as well as in service tenure. Required skills for employability enhancement and the perception of various stakeholders are very significant.

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