

## **A Study on Impact of Skill Development at Entry Level Job Candidates in India.**

**Mr. Hansel Furtado**

*Third Year Bachelors Of Management Studies,  
Alkesh Dinesh Mody Institute For Financial And Management Studies, University Of Mumbai, Kalina,  
Santacruz (E.), Mumbai- 400 098.*

### **I. Introduction:**

Competencies & Skills Have Been The Most Essential Factor To Be Considered In One's Lifetime In Terms Of His/Her Employability, Kind Of Behavior & Attributes Possessed Nature Of Work In Strategic & Structured Formats On The Job, Off The Job & In One's Daily Proceedings. These Set The Requirement Of Further Being Furnished & Built In Today's Era Where In Need For Job-Applicants (Especially At Early Career Stages) Having A Formalized White-Collar Job, Would Need To Go Along Various Standards That Have Been Set In Terms Of Knowledge (Gained In Education Since Childhood), Skills Possessed (Technical, Job-Related Skills, Etc.) Understanding The Candidate With In Their Core Performance Built Thus To Understand Their Fit Not Only For The Particular Job But Also Serving As A Tool In Determining The Actual Fit (Provided If Other Vacancies Are Open) In The Organizations Structure. With A Country, Where More Than 65% Of The Population Falls Under The Age Of 35 Years, Knowing The Skills Of Students Against The Jobs Available In The Market & Understanding How Ready They Are In The Market Offers A New Perspective To The Employers, Government & The Economy As A Whole.

#### **• What Is Skill Development?**

'Skill' Could Be Referred To As The Inner-Quality Of Work Possessed By A Person, Either In-Order To Complete A Task Effectively And Efficiently Or Also The Very Aspect That Sets One Different From Others For With Outputs In Having Better Quality Of Work & Achieving Quantitative Results. Development Could Be Said As The Increase In Level In The Quality & Output Of One's Performance With Increased & Better Skills / Competencies, Possessed. It Also Could Be Referred As Setting A Benchmark Of Working In A Better Way As Compared To The Previous Performance.

#### **Objectives Of The Study**

- To Understand The Gap Between The Job Applicants Performance Level & Job Expectation At Multiple Stage Of One's Life.
- To Understand Employability Of Candidates At Entry Level Job.

#### **HYPOTHESIS**

**H<sub>0</sub>:** There Is No Significant Gap Between Job Applicant Performance And Expectation At Multiple Stages In One's Life.

**H<sub>1</sub>:** There Is Significant Gap Between Job Applicant Performance And Expectation At Multiple Stages In One's Life.

**H<sub>0</sub>:** There Is No Significance In Studying The Employability Of Candidates At Entry Level Job.

**H<sub>1</sub>:** There Is Significance In Studying The Employability Of Candidates At Entry Level Job.

### **II. Research Methodology**

**SOURCES OF DATA:** Primary Data & Secondary Data.

PRIMARY DATA Search Has Been Taken To Have An Assumption-Based Analytical View Considered In Findings.

SECONDARY DATA Has Been Obtained From,

Online Websites Of Organizations Supporting Skill Development In India.

Few Reports That State The Present Scenario Of Skills Along With The Need & Requirement Of Building The Skills & Character Of An Individual.

Online Search Engine Optimization & Multiple Online Findings.

Images To Be Edited & Added From Online Portals.

### **Significance & Importance**

- The Various Initiatives Taken In Order Build Skills & Develop Them By Various Organizations In India.  
This Study Would Be Helpful In Identifying The Challenges, Opportunities In Job Market & Also How To Prepare A Career Plan Keeping In Mind The National Demographics Of The Present State Of The Country, For Candidates At Entry Level Jobs In India.
- An Overview Of The National Skilled Workforce Allocated Across Various Region, In Particular Of Considering The Prime Focus On Location Of Work Has Been Seen In The Study.

### **Limitations Of The Study**

- This Study Is Limited To Only Identifying The Need Of Skill Development In India At Entry Level Job Candidates. It Only Considers That Matter That Affect Skill Development For Candidates In India.
- It Doesn't Study Or Consider The Various Other Skill Development Initiatives Taken For The Workforce At Multiple Levels Of The Work Processes.
- Areas Affecting Skill Development In Realizing The Need & Value Of It Being Has Been Analyzed From An Overview Point & Therefore No Other Areas Relating To Skill Development, Except Than For At Entry Level Job Has Been Studies.
- This Study Is Limited & Based Upon The Present Market Situations, Instances & Scenarios, With The Need & Importance It Has To Many Candidates, Who Are Not Aware Of The Many Aspects Relating To Skill Development In India & For Their Careers.

### **Issue Of Skill Development In Young Minds In India:**

- ❖ Skill Development, Being An Essential Element For Many High-School Students, Young Graduates & Other Who Intend To Hit The Job Market, Pursuing Employment To Be As Their Lifetime Career. It Is Also Essential In Understanding One's True Self In Terms Of His/Her Knowledge Thus Making It Clear To Identify The Area Of Expertise (Human Resources, Administrative, Operation, Sales, Planning Commission, Etc.) Resulting To A Pleasant & Stable Employment Career.
- ❖ Due To Having Not An Advanced Mindset Of The General Public On Foreseeing The Major Transitions Happening At Micro-Levels In Varied Segments In Different Sectors & Industries, The Culture Of Family Bound Youth, Youth Dependent On Social Groups & Peers Be Affected With Not Knowing On What Could Be Corrective Steps Taken In Order To Achieve Their Personal-Life Vision Of Leading A Developed & Balanced Life.
- ❖ Also Not Having Self-Realization On The Value Of Academics, Thus Dropping Out Of Schools & Colleges In Tier-1, Tier 2 & Tier-3 Cities, Later Not Only Results In Having Ill-Employment Or Leading To Bad Walks Of Life To Be Taken, But Decrease The Level Of Knowledge To Be Obtained At A Basic Level Especially In Today's Pacing Technology Build Revolution, Also Well Titled & Framed As 'The Fourth Industrial Revolution' By Prof. Klaus Schwab, *Founder & Executive Chairman, World Economic Forum* In His Book "The Fourth Industrial Revolution".
- ❖ These Very Aspects Of Having The New Trends Built-Up Of AI Robots Side-Walking With Humans, Creating A Changing Shift Of Humans In The Labor Force But Also To Be A Result Of Unemployment Of The Labor Workforce In The Coming Years Being As A Major Threat For Human Living & Sustainability For Those Dependent Of This Work Process, Especially Being In The Case Of Young Students From 'Millennial' Generation & Gen. 'Z'.
- ❖ And Also, Irrespective Of The Rise Of Startups, SME's & Building Enterprises/Venture, Having Quality Aided Employee's Would Be A Challenge To Find As In Creating Jobs Would Be Present With This Great Boom But With The Class Of Employment Also On What Terms & Accordingly In Which Segments Would Be Essential To Understand.
- ❖ This Would Be As A Stand-Out Result For Many Due To Low Quality Of Knowledge, Skills & Competencies, With Also The Academic Structure Being Able To Be Followed As If It Meets The Present Industry Practice On The Job With The Company's Role & Reach In The Market.

### **Various Initiatives Of Skill Development In India:**

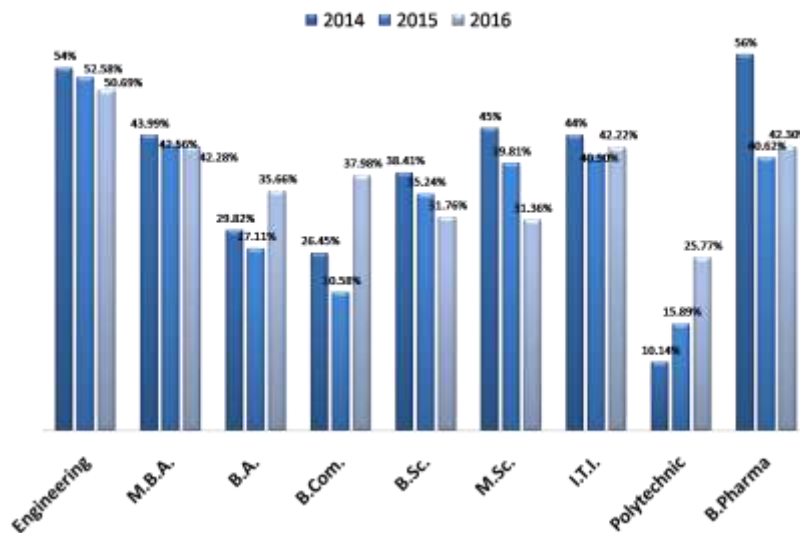
- ❖ 'National Skill Development Corporation' By Government Of India.
- ❖ 'Indian Institute Of Skills' By Government Of India.
- ❖ 'Kaushal Pradarshini' By Government Of India.
- ❖ 'Pradhan Mantri Kaushal Vikas Yojana' By Government Of India.
- ❖ 'Pradhan Mantri Kaushal Vikas Kendras' By Government Of India.
- ❖ 'National Apprentice Promotion Scheme (N.A.P.S.)' By Government Of India.

- ❖ ‘Skill India Programme’ By Government Of India.
- ❖ ‘Skill Knowledge Providers (S.K.P.’S)’ By A.I.C.T.E.
- ❖ ‘Community College Scheme’ By A.I.C.T.E.
- ❖ ‘Employability Enhancement Training Programme (E.E.T.P.)’ By A.I.C.T.E.
- ❖ ‘Skills Training And Enhancement For Development Of Youth (S.T.E.A.D.Y.)’ By Yes Bank.
- ❖ & Many More.

➤ **Referral ‘India Skills Report, 2017:** The India Skills Report By CII And Wheebox Aims To Bridge The Skills Gap In India. In Its Fourth Edition, This Report Highlights The Talent Landscape In India, Charts The Roadmap For The Skills Sector And Provides Insights On How To Strengthen The Bond Between The Industry And The Talent Pool. The Report Captures Various Initiatives Taken By The Government, The Challenges And The Impact On Economy Growth. It Also Encapsulates The Skill Levels Of The Supply Side, As Assessed On WEST, The Employability Skill Assessment Test And Needs Of The Demand Side Of The Talent Supply Chain, As Captured By India Hiring Intent Survey.

**Fig.: 1.**

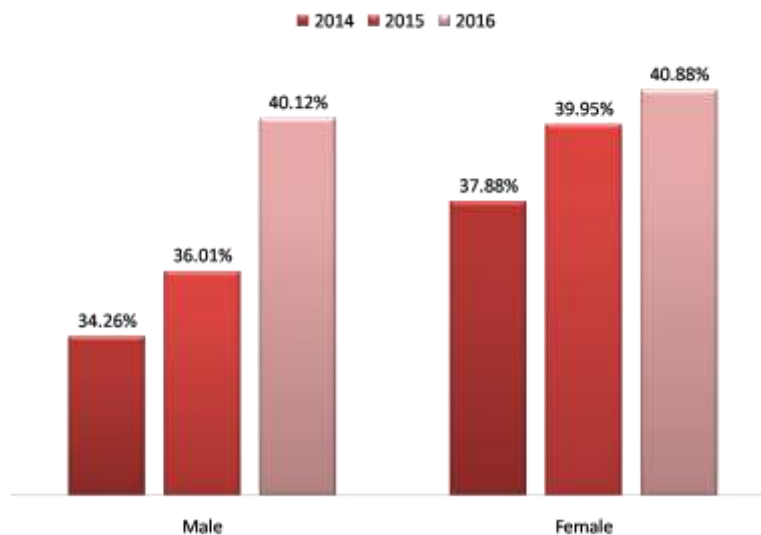
**Graph of Employability**



*Source: India Skills Report, 2017 by Wheebox.in association with PeopleStrong, AICTE, CII*

**Fig.: 2.**

**Graph of Gender Wise Employability**



*Source: India Skills Report, 2017 by Wheebox.in association with PeopleStrong, AICTE, CII.*

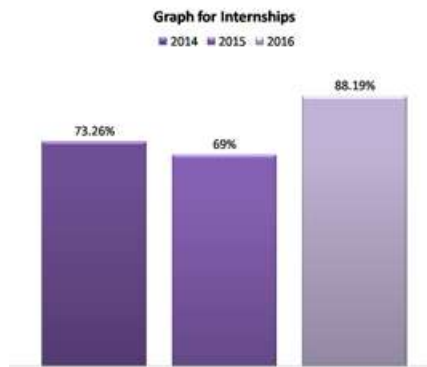


Fig.: 3.

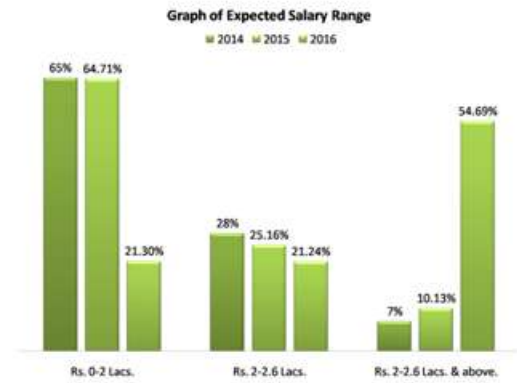
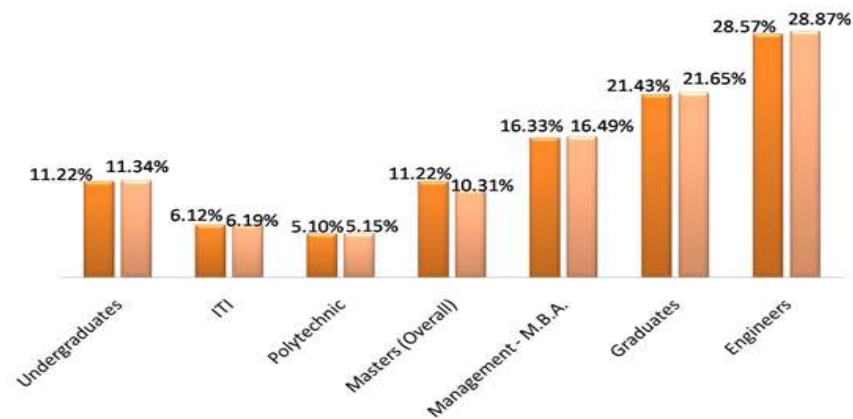


Fig.: 4.

Fig.: 5.



### III. Conclusion Of The Study

- Skill Development In India The Most Essential Aspect For Every Citizen Of The Nation As With Booming Technologies, Organizations Up-Scaling & A Transitioning Era As Of Such Today.
- Though There Have Been Many Services Being Provided By The Government & Other Organizations, It Is Important To See The Competitiveness Also Being Build Along With Its Actual Reach To Candidates At Entry Level Jobs, Which In Most Terms Is Not The Actual Case Resulting To A Loss On The Youth's Potential Being Built For The Nation.
- Irrespective Of The Various Initiatives Taken By The Government & Other Organizations As Well, The Conversion Rate In With Long-Lasting Sustainable Effect On The Market In A Structured Analytical Way, It Is Important To Consider Before Providing Any Initiative Relating To Developing Human Potential Especially For Candidates At Entry Level Jobs Because It Is Directly Dealing With Building The Future Of The Next Generation To Lead.
- Students And Candidates, Prior To Applying For Jobs Must Work On Building Their Set Skills As This Would Not Only Ensure In Impressing The Interviewer But Also Result In Having Been Selected, Thus Attaining Your Dream Job.

### Bibliography Of The Study.

#### References:

- [1]. <http://www.google.co.in/images/skill-development>
- [2]. <http://www.yahoo.com/skill-development-in-india>
- [3]. [https://www.google.co.in/search?biw=1517&bih=746&ei=Gyyhwozgoksuvsotqci&q=Skill+Development+Initiatives+In+India+For+Students+&Oq=Skill+Development+Initiatives+In+India+For+Students+&Gs\\_L=Psy-Ab.3...1092.3550.0.4420.6.6.0.0.0.0.287.924.0j1j3.4.0....0...1.1.64.Psy-Ab..2.3.635...35i39k1j0i67k1j0i131k1j0i20i263k1.0.40BRN00jMa0](https://www.google.co.in/search?biw=1517&bih=746&ei=Gyyhwozgoksuvsotqci&q=Skill+Development+Initiatives+In+India+For+Students+&Oq=Skill+Development+Initiatives+In+India+For+Students+&Gs_L=Psy-Ab.3...1092.3550.0.4420.6.6.0.0.0.0.287.924.0j1j3.4.0....0...1.1.64.Psy-Ab..2.3.635...35i39k1j0i67k1j0i131k1j0i20i263k1.0.40BRN00jMa0)
- [4]. <http://www.businessdictionary.com/definition/skill.html>
- [5]. [https://wheebox.com/static/wheebox\\_pdf/india-skills-report-2017.pdf](https://wheebox.com/static/wheebox_pdf/india-skills-report-2017.pdf)
- [6]. [http://cii.in/publicationdetail.aspx?enc=Ugbbddikw8kbvskix5csxktumwemu6nnd7r/8mpa2ogona4douc7qsgojf1nv2jw8itmpqfqa\\_xfljaeus7utdocm34/lkacyy+Zzip2s+KU5hEJ3YYp+3Sc+Izzeancxdacie56ogvw/Abdjcnrneybzew6j0wlwhlomxtb+2eqloktgnuws2xk3xzh6i](http://cii.in/publicationdetail.aspx?enc=Ugbbddikw8kbvskix5csxktumwemu6nnd7r/8mpa2ogona4douc7qsgojf1nv2jw8itmpqfqa_xfljaeus7utdocm34/lkacyy+Zzip2s+KU5hEJ3YYp+3Sc+Izzeancxdacie56ogvw/Abdjcnrneybzew6j0wlwhlomxtb+2eqloktgnuws2xk3xzh6i)