



## A STUDY ON SKILL DEVELOPMENT INITIATIVE BY GOVERNMENT OF INDIA WITH REFERENCE TO DADRA & NAGAR HAVELI

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### Abstract

The skill development initiative by the government is taken for looking at the requirement of globalization and to survive and also compete in global market. Due to which there is a requirement and also the need of skilled employees in the industry but on the same side there is also a lack of good and advance education system in India which can provide them those skill development and also the organization are also not able to provide the advance skill development training to the employees. The objective of the study include – To study the concept of skill development initiative by government of India and, to study the awareness about the initiative in DNH region.

**Key words:** Skill development, globalization, Training.



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### Introduction:

**According to the International Labour Organization:** “Skill development is of key importance in stimulating a sustainable development process and can make a contribution in facilitating the transition from an informal to formal economy. It is also essential to address the opportunities and challenges to meet new demands of changing economies and new technologies in the context of globalization.”

Skill and knowledge is the driving force of economic growth and also the social development in a country. It became very important to have a skilled people more to become a developed country and also to have a growth in the economy. The reasons for the unemployment in a country is having less number of skilled employees or unskilled employees. There is always been a requirement of development in the skills by providing training to the people due to the changes in economy by the globalization, changes in technologies, competition etc. So, ultimately it become important to have a highly skilled workforce to meet all such challenges to have the develop organization as well the develop nation. **Mr. Narendra Damodardas Modi, the Prime Minister of India has launched the “Skill development and Entrepreneurship” on 9<sup>th</sup> November, 2014**, which aims at increasing the productivity and

also the employability of workforce with the respect to wage and self-employed both in the organized as well as the unorganized sectors. The objective of the Skill Development is to develop a workforce empowered with the necessary and the continuously upgraded skills, knowledge and internationally recognized qualifications so as to gain access to the decent employment and to ensure India's competitiveness in these dynamic global market. Skill development is important for the both socio-economic and also the demographic point of view. The government has faces a lot of hurdles and challenges while making the policy of skill development. Hence, the government needs to reduce such hurdles and obstacles to have a complete success of skill development initiative by the government. One of the objectives of Ministry of Skill Development is to engage and also to build the capacity of the States for partnering with the Ministry in the skill development initiatives. It is critical as the implementation of the schemes happens in the States and the involvement of the States in the scheme, and the implementation support and monitoring is expected to be significantly improve the effectiveness and efficiencies of these initiatives. India is one of the youngest nations in the world with more than 63% of its population in the working age group (15 to 59 years), and around 55%, below 25 years of age. To have the advantage of this demographic dividend, India needs to equip its workforce with the required employable skills and knowledge so that they can contribute to the growth of economy in the country. For the growth of Indian economy at 8% to 9%, the major quantum of growth have to come from the secondary and tertiary sectors, hereby having the need for skilled employees in these sectors. 23% of Indians are still below the poverty line and the Government skill development policies are focusing on increasing the incomes of such sections of society and also to bring the inclusive growth. Also skilling the education system are becoming more important as the industry finding these graduates highly unemployable. To address all such challenges, Government has set up an ambitious target to train the up-skilling/re-skilling 400 million people by 2022. The 18 ministries of Government of India are engaged in various targeted skill development and also the employment generation programs.

### **Literature Review**

**Vilas Mohan Kadrolkar (March 2013):** This articles says that the tendency of rural poor in the recent years has been increase to migrate to urban areas for seeking the employment and living. There has been the belief that a town or city is happier place for the better living with many good facilities. The main reason for rural - urban migration is due to the lack of

employment opportunities in rural areas. It would be a proper place on the part of government to find ways and means of increasing the employment opportunities in such areas. To tackle such problem of rural unemployment and underemployment the government of India has introduced the skill development programme. The government is spending a lots of money into such scheme so that there can be more number of the people in India can get better skills which will ultimately increase the growth of Indian economy and will also makes the country globally strong in the global markets.

**Sonali Kanchan & Sakshi Varshey (2015):** Under this article the current status of skill in India demographic profile shows the reality of quantity and quality gap in the terms of skilled workforce in India. It has been estimated that India will face a demand of 500 million skilled workers by 2022. But, India is still struggling with the supply of skilled workforce as presently only 3% of the total workforce in India had undergone the skills training. According to the Government of India estimates, 94% of workforce employment are in the unorganized or informal sector, which is not supported by a structured skill development system. According to the current education system there is no employable skill which is to be provided to the young people which can provide them the employment opportunities in the country. Majority of the workforce are provided skill either verbally or on-the-job due to which the Indian employees are having the outdated skills. The skill development environment in the India is quiet complex. The vocational training in India has been dominated by the public sector. However, the private sector's participation in the skill development has started to grow, particularly in the services sector training.

**Abhinav (April 2015):** Under this article it has been seen said that for India, skill development is also critical from both socio-economic and demographic point of view. For the economy to grow at 8% to 9%, with the targeted growth rate of 10% for secondary, 11% for tertiary and 4% for agriculture sectors, a multi-faceted and highly efficient skill development system is imperative. The increase in globalization and digital presence provide India a unique position to increase the share further in global market from the current share of around 37% in the global outsourcing market. Hence, the scenario says that there is necessitates for skill development for the workforce. But before going in for any sort of skill development program, it become important to determine the current skill capacity, the major obstacles in the way of the skill development programs along with the possible solutions. Thus, the broad objectives is to study the present skill capacity, the various challenges in the development of effective skill system

along with the ways forward for the success of skill development initiatives in the Indian context.

**Dr. Jagdish Prasad, Dr. D.G.M. Purohit (December 2017):** This articles says that the Directorate General of Training under Ministry of Skills Development and Entrepreneurship, Ministry of Human Resources Development and other Ministries had came together to initiate the Skill Enhancement process as there was an requirement of Skilled employees in India. The challenges faced by skill development initiatives in India are-

- Complicated set-up ITIs
- Insufficient infrastructure
- Mismatch of demand and supply
- Geographical problems
- Lack of education and vocational training
- Skill development for women
- Lack of labour market information system
- Training of trainers
- Skill gap between formal and informal sector
- Placement linked challenge
- Low educational attainment

This are the challenges which is faced by the government which is required more improvement in the area of skill development in the country.

**Mahmood Ahmad Khan (April 2019):** This article say that the India has been gradually progressed as a knowledge-based economy due to its capable, flexible and qualified human capital. With the constantly rising of globalization, India has got immense opportunities to establish its distinctive position in the world due to its young work force. If, the youth of India given an opportunity to show their talent through educating them in some skills, it will led to a progress. Skills and knowledge are the key drivers of macro-economic growth of any economy. Skill Development is known as proficiency that is acquired or developed through the training or experience. It strengthens the ability of individuals to adapt the changing market demands and help benefit in innovation and entrepreneurial activities. At national level, the future - prosperity of any country depends on the number of persons are employed and how productive they can work. Skilled human resource is essential for inclusive growth. Hence, skill development can be connected to a growth, employment and development and demanding

government interventions. India need skill India, as India have maximum young population without jobs. If, their potential is not harnessed they will fall prey to the drug addiction and other anti-social activities, which India as a nation cannot afford.

**Aya Okada (2012):** This paper says that there are the challenges which are faced by the skill development efforts in India. The youth of the India are trying to seek the job opportunities and are facing abandon problems and difficulties for the same. Globally around 200million of the workforce are unemployed in which more number of people are the youth under the age of 25. The major issues which are faced is the dynamic changes into the technologies which makes more complex into the skills of the people and become difficult to adapt those changes with the speed of the changes into the technologies. As India is having large number of youth the pressure on the government has been also increased to have such scheme so that the requirement of skilled workforce can get increased and also contribute to national as well the global economies. The increase in the education system is also required as there is less number of workforce who are educated and meet the requirement of the employment opportunities.

**International Journal of Transformation in Business Management (2014):** This journal says that the policy of national skill development is to provide the better training to the youth so that there will be a great workforce for competitive market and ultimately also make contribution in having the better economy of India. The prime minister took the initiative by looking at the requirement and the unemployment of people in rural areas. It also lays down the better and standard quality assurance which is based on legalization of qualification for ensuring that they reflect the requirement of the market, training process, research and information. This will enhance the skills of the people and the rate of unemployment will also get deployed. The vision of the skill development schemes is to connect inclusivity and reduce distributions such as the males and females, rural and urban, organized and unorganized employment and traditional and contemporary working environments and deliver train worker so that they can easily adapt the changing demands of the employment and the technologies in the economy.

### **Research Design & Methodology**

<b>Research Design &amp; Methodology used in the study:</b>
<b>Research Design:</b> Exploratory and Descriptive.
<b>Sampling Area:</b> Dadra & Nagar Haveli
<b>Sample Population:</b> 80 respondents

<b>Sampling Technique:</b> Simple random Sampling
<b>Data Collection:</b> Primary and Secondary
<b>Questionnaire:</b> Structured Questionnaire
<b>Tools used in Study:</b> Questionnaire and Percentage Method

**Table No. 1 (Research Design & Methodology)**

**Objective of the Study:**

- To study the concept of skill development initiative by government of India.
- To study the awareness about skill development initiative in Dadra & Nagar Haveli region

**Data Analysis and Interpretation**

**Demographic profile of the samples:**

Out of 80 respondents 55 were male and remaining 25 were female. 40 respondents belong to age group of below 30 years while 26 respondents belong to the age group of between 30-40 years and 11 respondents belong to the age group of above 41-50 years and 3 respondents above 50.

**Table 1: Awareness about skill development initiative in India**

Parameters	Respondents	Percentage
Yes	70	88%
No	10	13%
Total	80	100%

(Source: compiled from questionnaire)

**Table 2: Training under skill development campaign**

Parameters	Respondents	Percentage
Yes	68	97%
No	2	3%
Total	70	100%

(Source: compiled from questionnaire)

**Table 3: Benefits derived from training (most preferred)**

Parameters	Respondents	Percentage
Self-confidence	14	21%
Entrepreneurship & Skill development	4	6%
Technical skill	5	7%
Knowledge of technological development	3	4%
Mental development	2	3%
All of the above	40	59%
Total	68	100%

(Source: compiled from questionnaire)

**Table 4: Motivating factor through skill development campaign (most preferred)**

Parameters	Respondents	Percentage
Desire to achieve something	22	32%
Need for independence	20	29%
To get social prestige	3	4%
Financial benefits	15	22%
Desire for leadership	8	12%
Total	68	100%

(Source: compiled from questionnaire)

**Table 5: Overall rate of initiative taken by government for skill development in India**

Parameters	Respondents	Percentage
Excellent	24	35%
Very good	32	47%
Satisfactory	10	15%
Not satisfactory	2	3%
Total	68	100%

(Source: compiled from questionnaire)

### Findings

- There are total 88% respondents who are aware about the skill development initiative by government in India and 13% respondents who are unaware about the skill development initiative by government in India. (Table no.1)
- There are total 97% of respondents who had the training under skill development campaign and 3% of them didn't had the training under the skill development campaign. (Table no.2)

- The benefits derived from training were more in every area that is 59% of respondents and 3% of them had benefits in having mental development. (Table no.3)
- The motivating factor through training was 32% desire to achieve something and 4% to get social prestige. (Table no.4)
- 47% of respondents has overall rated very well for the initiative taken by the government for skill development in India. Whereas 3% has rated as not satisfactory for the initiative taken by the government for skill development in India. (Table no.5)

### **Conclusion**

The study has shown that the maximum number of people have the awareness about the skill development initiative by government of India and also had the training into it. The skill development training had provided opportunity to the employees to tackle the competitiveness into the market and can have self-employment. The scheme has also provided training into different areas which was helpful for the employees to have a better future of their employment.

### **Future Scope-**

The researcher has done the research on the awareness of government scheme of skill development in the region of Dadra & Nagar Haveli. This study will help to know more insight about the government scheme of Skill development and will help to know how the government take the step to have the development in the people or employees working in the country. The study is limited to the region of Dadra & Nagar Haveli.

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