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## An empirical study on positive effect of skill development programme in job creation among Indian youth

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### Abstract

Youth is one of the main players of the nation who help in accomplishing financial thriving. Along these lines, our nation perceives the significance of youth in the general public so different advance taken to guarantee that the labor force of tomorrow has future ready aptitudes. Aptitude India is one the significant activity of the Government of India. It is an intend to prepare more than forty crore individuals in various abilities by 2022 in India and it likewise ready to make new chances, space and extent of the gifts of Indian Youth for self-development. On the planet, India has the one of the most youthful populace profiles with over 65% of its populace underneath the age of 35 years.

This paper surveys that the most Indian youth confronting genuine joblessness issue even that the greater part of youth are being instructed however there is discovered an absence of abilities and specialized information in the current situation. The India's aptitudes improvement framework confronting difficulties to prepare the adolescent because of the present status of training, abilities advancement, and work for Indian youth. The majority of the adolescent don't know to present day innovation which helps in the turn of events and development of the nation. Aptitude improvement program is amazing weapon to build up an innovative abilities and specialized preparing to youthful populace of the nation. Furthermore, inspire the young to build up the nature of self-advancement and self-businesses idea by giving preparing in a few exercises and it additionally give a monetary help through credits at a less expensive pace of interest. The fundamental point of the paper to realize what the obstacles is looked by the adolescent to accomplish aptitude India improvement program at all fronts.

**Keywords:** Skill development, skill India, self-employment, initiative, unemployment

### Introduction

India is famed for population size, complexity and diversity, it may be socioeconomic, geographical, political, cultural, or developmental, all of which effect on every face of life, including education, training, employment and workforce considerations. In the world, India is one of the youngest countries. After China's Workforce of India's is the second largest in the world. Population growth is not an obstacle to economic growth and development. India is still facing several problems like population growth, unplanned rural urban migration causing urban poverty, high school dropout rates illiteracy, unemployment, poverty, medical infrastructure etc.

National skill development programme is the delivery of skills, knowledge and vocational training to youth at the affordable costs to various sections of disadvantaged and low-income groups of society by opening a several training centres at several places. India has, for a long time, recognized the importance of youth in social and economic imperative has made an enormous contribution's in economic development by introducing innovative ways to empower the poor and employment. In the world, India has the one of the youngest population profiles with over 65% of its population below the age of 35 years. Our country recognise the importance of youth in the society so that various step taken to ensure that the workforce of tomorrow has future-ready skills.

Therefore, the Hon'ble Prime Minister Narendra Modi of India in March 2015 introduced a skill India concept and it was launched by them on 15th July 2015 on the Occasion of World Youth Skills Day. Skill India is an initiative of the Government of India. Government of India has initiated various programmes over the years like National Skill Development Mission (NSDP), Pradhan Mantra Kaushal Vikas Yojana (PMKVY), and Skill Loan Scheme etc. under skill India.

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The main objective of the national skills India development programme is to provide employment for the youth by enabling them to undertake viable economic activities. It considers the income generations activities as avenues for providing gainful employment to the youth. Most of the trainees were unemployed during the skill training programme. But, after taking skill training period, all of them got some employment or they able to generate an opportunities of self-employment.

The main aim of skill India programme to provides a training, support and direction for all business line of work like agriculture, construction, textile, horticulture, fishing, transportation, weaving etc. and along with several other areas it develop the language knowledge and communication skills, personality development skills including job and employability skills, soft skills, workforce skills, entrepreneurship and innovation. And after that it motivate the youth ability to learn and adapt, are among the critical social capabilities that determine the competitiveness, productivity growth and employment in the face of these challenges and opportunities. To analysis and measure the level of awareness of respondents on skill India programmes. To identify and analysis the level of awareness, 10 statements relating to source of information, training covered, training benefit, self-employment, encouragement of self-development, government schemes is considered.

### Review of Literature

- 1) Okada A (2012) <sup>[1]</sup> has provided on the topic “Skills Development for Youth in India: Challenges and Opportunities”. The paper has identified that recent initiative to facilitate young people’s transition to the world of work. India facing very complicated and tremendous challenges in bringing up the skills development for youths, for several reasons. This paper has explained an existing skills gap in India between what industries demand based on recent rapid economic growth and the skills that young people acquire through vocational training.
- 2) Yadav. R. (2013) <sup>[2]</sup> revealed on the topic “skill development initiatives in India: challenges and strategies with reference to vocational training initiatives in Maharashtra” that the various issues like unplanned rural urban migration causing urban poverty, population growth, high school dropout rates, India is likely to witness a deficit of 5.25 million employable graduates and vocationally trained workforce in next few years. The main objective of the study to (Yadav 2013) <sup>[2]</sup> increase produce workforce in organised and unorganised sectors especially among youth, women, disables, disadvantage sections.
- 3) India Skill Report (2014) revealed the underachieved status of skilled labours in India it judge that if we continue in the current pace in skill training, we would have a skill gap of 75-80% across Industrial sectors in India. There will be huge human resource in the country but without sharpen hand and head which corporate do not require, and jobs for which the right fit is not available. The economic impact of this brutal cycle is something one can estimate, but the social impact of having a powerhouse of educated yet frustrated youth who are directionless with no jobs in hand is unimaginable.
- 4) Aggarwal S. (2016) has written paper which attempts to illustrate the importance on “Central Pillar of Employability: Skill Development”. This research paper is an effort to understand the present skill capacity and the challenges faced by skill development system in India along with their solutions. The present study also found that both the government and its partner agencies have launched various measures/initiatives for the effective implementation of the skill development system in the economy.

### Initiatives taken by the government of India towards skill development

Having realized that developing the skills required in areas which can contribute to the economic development of our country, is the most desirable path to be followed for a quick and sustainable improvement in the economic conditions of the country, the Government of India has created a new frame work for skill development. The framework identifies the infrastructure to be created for inculcating and improving the skills of the vast number of unemployed youth, both in urban and rural areas of the country

In order to improve the skills of the youth and make them employable, the Government of India has set a target of providing the necessary skills in various vocations in 500 million people by 2022 and in 50 million people in the 12th plan. As per the National Policy on Skill Development, this target has been planned to be achieved by focusing on improving quality, quantity, access and outreach of training. Innovative measures such as virtual classrooms, mobile vans, simulation based training, etc., have been implemented to reach the people locate in areas difficult to reach.

The Government is also working to expand access to education and vocational training for workers in the country side, including rural broadband networks to connect remote areas with educational opportunities as also using Common Service Centres at the Panchayat level for training.

### Challenges to skill development in India

From the review of literature it is obvious that the challenges to skill development in India are rampant and some need immediate actions. The skill development programmes have noted that if youth are properly skilled they can contribute to economic growth. However, there are many challenges to get the objectives of skill India fulfilled, some of them are as under:

- Student’s mobilization to get trained has been a major concern due to traditional mindset, low willingness to migrate, low salaries at entry level.
- The employer does not distinguish whether an employ has picked up skills on the job or he/she has acquired them through formal training.
- Scaling up aspirations to current jobs as well as getting the right kind of training partners and effective stakeholder’s management are to be taken into consideration.
- Wages are linked with categorization of skilled, semiskilled or unskilled, but these have to be aligned with skill levels defined as per National Skill Qualification.

**Objective of the study**

1. To analysis the socio economic profile of beneficiaries who take part in skill development programme.
2. To study and identify the major problems/hurdles faced in self-employment after skill development programme by beneficiaries.

**Research Methodology**

The research paper is an attempt of exploratory research, based on the primary data and the secondary data sourced from journals, magazines, articles and media reports.

Looking into requirements of the objectives of the study the research design employed for the study is of descriptive type. Keeping in view of the set objectives, this research design was adopted to have greater accuracy and in depth analysis of the research study. Available secondary data was extensively used for the study. The investigator procures the required data through secondary survey method. Different news articles, Books and Web were used which were enumerated and recorded.

**Analysis and Interpretations**

**Table 1:** Socio- Economic Profile of the Respondents

Profile	Variable	Total N.R.	Percentage	Grand total		Chi-square test		local
				TNR	Percent-age	Chi-square value	Table value	
Age	Below 30	25	42	60	100	28.46	7.815	S
	31-40	22	37			DF 3		
	41-50	9	15					
	51 and above	4	7					
	Total	60	100					
Gender	Female	25	42	60	100	1.66	3.841	NS
	Male	35	58			DF 1		
	Total	60	100					
Education	Illiterate	6	10	60	100	65.2	11.071	S
	Primary	9	15			DF 5		
	Secondary	21	35					
	Graduate	12	20					
	PG& above	7	12					
	Vocational/technical	5	8					
Total	60	100						
Marital	Married	39	65	60	100	5.4	3.841	S
	Unmarried	21	35			DF 1		
	Total	60	100					

Source: Primary Data

**Relationship between the Demographic Profile of the Respondents and the Problem of Unemployment and Self-employment Faced By Youth**

The study revealed that the relationship between selected demographic variables of the respondents and the problem of unemployment faced by youth in the study area. Out of 60 respondents who were taken for the study: it has been identified that most 58 percent of the respondents are male and 42 percent are the female which depicts that the female are less interested in comparison of male respondents who are benefited from Skill India programme concept when compared to male respondents. As regards the age of the respondents 42 percent of the respondents are age below 30 years have availed more benefit from the Skill India programme, and after that it shows decreasing order the benefits availed to the people i.e. 37 percent are aged 31 to 40 years, 15 percent are aged 41 to 50 years, 7 percent are aged 51 and above. The analysis of an educational qualification described that out of the total respondents selected more than half (60%) of them are below the secondary level of education like 10 percent of the respondents are illiterate, 15 percent of the respondents completed primary level, 35 percent of the respondents completed secondary level, and after that it show that only 40% of the total respondents is educated above the secondary level likely 20 percent of the respondents have completed graduate, 12 percent of the respondents completed post graduate and above, and remaining 8 percent of the respondents completed vocational and technical education. It is found that out of total respondents 65

percent are married and remaining 35 percent are unmarried. It is clear that the chi-value (1.66) is less than the table value (3.841) at five-percent level, there does not exists any association between gender and the problem of unemployment and self-employment faced by youth. Thus null hypothesis is accepted. It is clear that the calculated chi-square value(5.4) is greater than the table value(3.841) at 5% level of significance and degree of freedom is 1, there is exists a significant association between marital status and the problem of unemployment and self- employment faced by youth. Thus hypothesis is rejected.

**Table 2:** Unemployment problem faced by youth

Unemployment Problem	Number of Respondents	Percentage
Yes	56	93
No	4	7
Total	60	100

From Table 2: reveals the almost i.e. 93% of the selected respondents for the survey have faced the problem of unemployment because they don't possess specific type of skills and degrees which is required to the industry for the appointment. Only 7% of the respondents have opinion they don't faced the problem of unemployment but they want to develop some quality of skills which help in future to start their business.

**Findings from the above analysis**

1. Around 42% of the respondents are male which is lie below 30 years age group which is more benefited due

- to national skills India development programmes.
2. In the survey it depicts that the majority of selected respondents are educated up to secondary level. Due to this it faced the problem of unemployment among the youth. Government of India take necessary step to reduce the unemployment problem through running the skills development programme.
  3. The popularity of the various schemes is shown on the basis of good response among the youth, as many as selected respondents have undergone the skill development programme under different area which helps them to develop the quality of skills and also motivate them in their overall development.
  4. The survey indicates that the respondents had faced severe problem to setting up their own business even after the training which is require to be solved.
  5. National skills India development programme have motivated and encouraged all the selected respondents for self-employment and generating the employment opportunities to the others.

- 8 FICCI-KPMG report, Re-engineering the skill ecosystem, Available: <http://ficci.in/spdocument/20762/Re-engineering-the-skill-ecosystem.pdf>.

### Conclusion

Our young population is faced the various problems like unemployment, poverty etc. due to this the government of India take several steps to reduce these problems by introducing a several steps a skill development and self-entrepreneurship schemes/ programme. A great step is taken By developing country as developed India by motivating the talent of youth to make the future is bright. These several schemes help the youth to develop the quality of skills, up skilling and reskilling in various areas through training programme which is automatically increase the personality development and overall development among the youth. It helps the youth to get the job in various sectors and it is possible only through employment generations and social security for the youth to accept responsibility. The biggest challenge which observed in two ways: of generating massive employment generation opportunities and increasing the employability and skills of the Indian youth. With this new target India continue move towards to achieve its target results which is setup by them.

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