

A Study on Awareness Towards Online Skill Development Programme For Job Seekers In Kanchipuram District

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Abstract- *The aim of this research is to determine the efficacy of an online skill development programme for job seekers. In India, NSDC has launched a PPP (Public-Private-Partnership) to improve the skills of the Indian workforce. This paper explores how the majority of Indian youth are facing severe unemployment problems, despite the fact that the majority of youth are educated. In the current situation, there is a shortage of skills and technical knowledge. This paper is focus on awareness of Skill Development Programme/Schemes offered by the Government and to analyse what are Training Programme available for Job Seekers by the initiation of Skill India.*

Keywords- Online Skill Development Programme, Job Seekers, NSDC

I. INTRODUCTION

Through enhanced abilities, expertise, and recognized qualifications, the National Skill Development Organization would enable all individuals to gain access to jobs. The National Skill Development Program aims to provide youth with skills, knowledge, and vocational training at affordable rates to different parts of the deprived and low-income groups of society by developing a range of training centers across the country. The word "skill growth" refers to a broader range of organizations and practices that affect jobs and earnings. NSDC's aim is to contribute about 30% to India's overall goal of skilling 500 million people by 2022. (Ref. Yojana May 2012, Pp 25-26). Possessing abilities (Technical, Job related skills, etc.) Understanding the candidate's core results in order to determine their suitability not only for the specific job but also for future vacancies.

Skill Development:

Skill development is the process of assessing the skill deficiencies and then improving and honing these skills. It's important because your talents decide your ability to carry out your plans successfully. Skill building is an important method

for improving the efficacy and efficiency of labour in today's world of globalisation and technological change. Any country's financial and community development are guided by the development of skills and expertise. Individual skill growth is an important way of inspiring people and increasing their social acceptance. You must possess the necessary skills to take the appropriate steps and achieve your goal. Developing your skills is like adding something to your life that is extremely beneficial.

Skill Development Programme in India:

The Pradhan Mantri Kaushal Vikas Yojana was initiated by the Ministry of Skill Development and Entrepreneurship (MSDE) in partnership with the National Skill Development Corporation. The aim of this skill certification programme is to provide an opportunity for a large number of Indian youth to participate in industry-relevant skill training that will help them secure a better future. This programme is regarded as Skill India's primary skill growth initiative. Its aim is to inspire young people to enrol in training so that they can earn a decent living. India must meet the growing expectations of its youth as it moves closer to becoming a global knowledge economy. This can be accomplished in part by concentrating on the development of skills that are important to the new current economy.

National Skill Development Corporation:

The National Skill Development Corporation (NSDC) was established on July 31, 2008 as a non-profit public limited company. The Ministry of Finance developed NSDC as a Public Private Partnership (PPP) model. The Ministry of Skill Development & Entrepreneurship (MSDE) of the Indian government owns 49 percent of NSDC's share capital, while the private sector owns the remaining 51 percent. The National Skills Development Corporation (NSDC) seeks to encourage skill development by assisting in the establishment of massive, high-quality, for-profit vocational institutions. Furthermore, the company invests in

the creation of scalable and sustainable vocational training programmes. Its mission also involves enabling, either directly or by collaborations, a support system that focuses on quality assurance, information systems, and trainer academies. The NSDC's unique focus on 37 sectors, as well as its perception of their viability, would make every sector appealing to private investment.

Skill Development Courses:

NSDC intends to aggregate learning opportunities that provide meaningful learning experiences in an attempt to make skill training accessible for everyone. The Programme Courses sectors are:

- 1) Aerospace and Aviation Sector Skill council
- 2) Agriculture Skill council of India
- 3) Apparel Made-Ups & Home Furnishing Sector skill council
- 4) Automotive Skill Development council
- 5) Beauty & wellness Sector Skill Council
- 6) BFSI sector Skill council of India
- 7) Capital goods Skill council
- 8) Telecom sector skill council
- 9) Tourism and Hospitality Skill Council
- 10) Sports, Physical Education, fitness & Leisure Skills council
- 11) Paints and Coatings Skill Council
- 12) Management & Entrepreneurship and Professional Skill council
- 13) Logistics Sector Skill Council
- 14) IT-ITeS Sector Skill council
- 15) Hydrocarbon Sector Skill Council etc.

Job Seekers:

A job seeker is someone who is actively searching for jobs and has submitted an application to the employer. There are three different types of job seekers. There are:

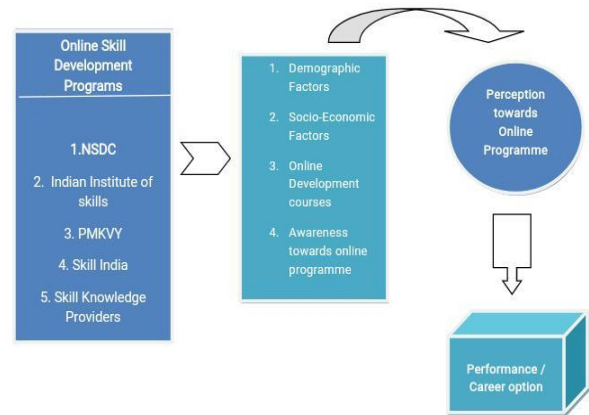
1. Those who are looking for work: those who are actively looking for work.
2. Others who keep an eye on positions and prospects but aren't actively looking.
3. Those who are content: they are not looking for a new career.

II. OBJECTIVE OF THE STUDY

1. To know about the awareness towards the Online Skill Development Programs for Job Seekers (NSDC).

2. To identify what type of training programme influence the beneficiaries attending the Online Skill Development Programme.

III. FRAME WORK



IV. LITERATURE REVIEW

1. Rupert Maclean and Victor Ordonez (2007). Work place developments have a direct effect on the growth of skills for employability and workforce preparation. Development for employability, which includes motor, social, and cognitive skills, must go beyond development for employment readiness.

2. Kay H Yeoman and Barbara Zamorski (2008). In order to develop key transferable skills, students must be able to participate in more inquiry-based learning units. Surprisingly, the results of this study indicate that even before completing the course, students are well aware of the significance of research in developing transferable skills.

3. Hector Bagan, Rosa Sayos, Jose F. Garcia (2015). The project shows that students can be taught general skills through the substantive content of a course, and that integrating participatory methodologies into instructional preparation enables students to engage effectively in the teaching-learning process and trains them in a way of thinking and acting that helps them to own knowledge. The study's innovations were effectively applied in other courses. It's worth noting that some of the students who took part in this study requested that some of the interactions be repeated in advance because they thought they'd be useful in improving their skills.

4. Sonali Kanchan and Sakshi Varshney (2015). Apart from white and blue collar workers, India needs grey collar information workers with ICT skills, problem solving,

analytical, and strong communication skills, as well as rest collar skilled workers at the grassroots level. There should be mandatory oversight and quality certification in order to ensure high-quality training programmes with a primary emphasis on improving employability. Currently, 80 percent of India's population (rural and urban) lacks recognisable and marketable skills. Bridging this gap through various skill development initiatives could transform India into a global hub for skilled manpower, resulting in a skilled manpower surplus of around 47 million by 2020. (FICCI).

5.Seema Pandey(2016). Their aim, however, is to develop and scale up their own company. Skill Development Programs are lacking in creativity. There is a critical shortage of skilled trainers at various levels who can work full-time in an institute and devote their full attention to the registered candidates. There are various government schemes, but the majority of them operate in partnership with the private sector or support companies indirectly.

6.Ankul pandey and Dr. DK Nema(2017). Our young population faces a variety of issues, such as unemployment and poverty, as a result of which the Indian government has taken a number of measures to address these issues by implementing a number of skill creation and self-entrepreneurship schemes and programmes. It assists young people in obtaining jobs in a variety of fields, and the youth's acceptance of obligation is only possible through employment generations and social security. The greatest obstacle, which can be seen in two ways: creating a large number of job opportunities and improving the employability and skills of Indian youth. With this new goal, India will continue to work towards achieving the results that they have set for themselves.

7.Hansel Furtado (2018). India's Skill Development The Most Important Aspects for Any Citizen of the Country as Booming Technologies Organizations Up-Scale and a Transitioning Era as of Today Though the government and other organisations have offered a variety of services. It's crucial to see how competitiveness is being developed alongside its real scope to candidates for entry-level positions. Regardless of the various initiatives taken by the government and other organisations, the conversion rate in with a long-term sustainable effect on the market in a structured analytical way, it is important to consider before providing any initiative relating to Human Potential Development, particularly for candidates at entry level jobs, since it is directly dealing with building the future.

8.John Mowbray, Hazel Hall, Robert Raeside and Peter J.Robertson(2018). This paper's findings have provided a

micro-level understanding of job search networking and its antecedents. Furthermore, the role of social media platforms as networking tools, as well as the benefits they provide in terms of access to weak ties and novel information, has been identified. As a result, understanding a variety of other factors such as job search goals, employment status, work experience, perceptions, and attitudes is necessary in order to create tailored policy interventions for young job seekers that include networking and the use of social media.

9.Marroof maqbool & Mahmood Ahmad Khan (March 2019) . Government action and policies are more needed to promote these types of courses in different sectors and to increase employability through various short and long term vocational courses. Skill Development would increase the productivity of the workforce and the employability of youth, who may otherwise feel marginalised after receiving an education but not being able to find jobs to support themselves. Skill development will also aid the country in increasing the Gross Enrolment Ratio (GER) at all levels of education, from elementary to higher education, because parents and their children will find meaning in education as a result of its employability. Parents would want their children to attend educational institutions as a result of ability development because, in the end, what matters to a parent is to earn a living and live life with integrity and honour.

10.Connie R. Wanberg, Abdifatah A. Ali, and Borbala Csillag (January 2020). Self-regulation theories, which view job search as a highly autonomous, goal-directed mechanism, have been used in many recent developments in understandings of job search. Individuals who participate in a higher degree of job search intensity have higher levels of job search self effectiveness, financial need, work engagement, positive attitudes toward job search, and peer pressure. Receiving more job offers and finding work faster are both linked to job search speed. Interdisciplinary investigations that incorporate psychological, sociological, and economic theoretical viewpoints can benefit job search scholarship.

V. CONCLUSION

This paper presents a review of literature in Online Skill Development Programme for Job Seekers with special reference to NSDC. The review has been made around ten papers regarding Skill Development Courses. As per the literature review, Skill Development courses play an important role in both students' skill development and job seekers' employability skills. Identifying potential job opportunities and segmenting them according to the need and viability of training applicants is the first step in skill development.

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