

“HUMAN RESOURCE ENRICHMENT THROUGH SKILLS DEVELOPMENT : ISSUES AND CHALLENGES”

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INTRODUCTION

Skills and knowledge are the prime factor that helps in proper and well directed economic growth. A country cannot think of balanced and sustained economic development along with social justice without offering fair, equal and large number of opportunities to its people. These opportunities help the people to acquire new systems, techniques, skills and even cultural change and adjust with cultural changes. The most important factors which people in a given society needed to acquire are new knowledge and skills. Without possession of new knowledge and skills people in a given society cannot maintain the tempo of growth and development. Various researchers have proved this beyond doubt that the basic essential requirement for growth of any society is the ability to acquire, digest and acquaint with new skills and knowledge inputs. The countries and societies where people have the ability to accommodate themselves with new skills and caliber usually are better placed than other because they can meet the challenges of change effectively. Hence it is necessary that the focus of educational system should be on skills development and enhancement of knowledge inputs.

STATEMENT OF THE PROBLEM

India claims to have the largest population of the youths and in the coming year India will have advantage of demographic dividend due to large number of working youths that India shall have. A small simple statistic can explain this well.

India is passing through a phase of unprecedented demographic change where the working age population, aged between 15 and 64, will rise by around 12 million every year in the next two decades. In 2020, the

average Indian will be only 29 years old, compared with 37 in China and the US, 45 in West Europe and 54 in Japan, making India one of the young nation in the world. The age advantage of the nation is stated to continue for at least 3 decades till 2040. As such, we indeed have great opportunities in our hands to leverage the nation's young human resource to help grow our country economically.

On this backdrop it is necessary that efforts should be made to improve the quality of human resource and develop a consistent supply of qualified, skilled man power which can help the economy to maintain growth pace. On this backdrop it is necessary to analyse the issues related with skill development and enhancement of the quality of human resources. As we all know all the resources but the human resources are static in nature. Unless and until the dynamism of human resources is put to effective utilization, the economy cannot maintain its growth rate. Hence in the present study an attempt is made to identify how human resource development helps in development of economy and what is the role of skill development in the quality of human resources. Therefore the title of the present paper is "Human resource enrichment through skill development: issue and challenges".

NATIONAL SKILL DEVELOPMENT CORPORATION, INDIA (NSDC, INDIA)

The NSDC was set up as part of national skill development mission to fulfill the growing need in India for skilled manpower across sectors and narrow the existing gap between the demand and supply of skills.

The Finance Minister announced the formation of the National Skill Development Corporation (NSDC) in his Budget Speech (2008-09): "There is a compelling need to launch a world class skill development programme in Mission mode that will address the challenge of imparting the skills required by a growing economy. Both the structure and the leadership of the mission must be such that the programme can be scaled up quickly to cover the whole country".

In order to enhance skills amongst the youth, NSDC has accepted following as its primary objectives -

To contribute significantly (about 30 percent) to the overall target of skilling / up skilling 500 million people in India by 2022, mainly by fostering private sector initiatives in skill development programmes and providing funding.

NSDC WAS ESTABLISHED WITH THE FOLLOWING PURPOSES

1. To upgrade skills to international standards through significant industry involvement and develop necessary frameworks for standards, curriculum and quality assurance.
2. To enhance, support and coordinate private sector initiatives for skill development through appropriate Public-private Partnership (PPP) models; strive for significant operational and financial involvement from the private sector.
3. To focus on underprivileged sections of society and backward regions of the country thereby enabling a move out of poverty; similarly, focus significantly on the unorganized or informal sector workforce.
4. To play the role of a "market - maker" by bringing financing, particularly in sectors where market mechanisms are ineffective or missing.
5. To prioritize initiatives that can have a multiplier or catalytic effect as opposed to one - off impact.

OBJECTIVES OF THE STUDY

The principal objectives of the paper are enlisted as follows:

1. To identify the role of skill development in improving the quality of human resources.
2. To know how various skill development initiative help in improving the human resources in our economy.
3. To suggest various measures for industry institute interaction.

RELEVANCE OF THE IDEA

The idea of skill development has become more and more appropriate in present day concern. The idea of skill development has become more and more relevant in the present day context. Offering mere conceptual and theoretical knowledge inputs is not adequate to meet the real life challenges and to provide meaningful employment or self-employment in any sector. It is necessary that everyone who learns or takes education in a particular discipline should be equipped with essential skills in that discipline. We cannot have a system where ability, skills and

caliber are not interlinked with learning inputs. It is expected that every learning inputs shall enhance some abilities and skills. From this point of view there has to be proper co-ordination between educational systems and skills development. The idea of human resource development cannot work effectively without infusing necessary inputs of skill development in the educational system itself. In other words on contemporary educational system should emphasis on skill development along with information deliverance and knowledge generation. This is how the system is expected to work. Unless and until we reframe our educational system to enrich our human resources the idea of sustained economic development cannot be rightly achieved.

WORKING DEFINITION

1. Skills : The term skill means ability to apply knowledge in practice.
2. Skill development: It means every initiative undertaken to enrich competence, caliber and ability so as to develop a person's personality to meet challenges of real life situations.
3. Human resource development: Human resource development means developing manpower in a given society so as to satisfy expectation of the industries, economy and society for meaningful deployment of available human resources.

DISCUSSION

1. SKILL DEVELOPMENT FOR HUMAN RESOURCE ENRICHMENT

A country cannot prosper with only policy of manpower .A manpower no doubt is strength of a country only when it possess skill, ability and knowledge. Unskilled, untrained and uneducated people cannot be considering as demographic dividend but it is a demographic liability. People who are unable to contribute the productive and meaningful activities are a big boss.

Unless and until the human resources are properly channelized for meaningful development the society cannot prosper and economy cannot grow. However, the prosperity of the economy is the function of skill, competence, caliber and capacity building. From this point of view there is no institution for human resource development. Human

resource can contribute to purposive growth only when they possess desired skills and caliber. And possession of such skills can be organized only with the help of organizational system. Education is the only mechanism which can help to develop human resources in term of values, ideas, ideology and competence.

Education as a system should inculcate the spirit of awakening, desire to learn and ability to acquire new techniques and skills and knowledge to understand environment that surrounds the society. Hence mere delivery of information cannot be termed as education. The learners who participate in the educational system should understand what is expected from them and how they shall be using knowledge inputs for their personal development. From this point of view education should play the role of change agent. A change agent that creates awakening develops abilities and improves skills and caliber to apply knowledge in practice. When such kind of education is offered to people at large, human resource development takes place in its truest sense. Therefore education should be considered as a true and basic input for HRD.

2. INITIATIVE FOR SKILL DEVELOPMENT

Skill is a very broad term. Its simplest meaning is ability to apply knowledge in practice. However, knowledge has many connotations. Therefore different type of skills exists in the human system. These skills are associated with different trades, professions, occupations and vocations. Every business or industry acquires a large number of skill sets which helps in its smooth functioning. A skilled person becomes an expert who through his proficiency, ability and acumen helps in improving the productivity of the system. Hence skill development is one of the issues associated with HRD. The idea of rapid advancement of economy is possible only when we nurture appropriate skill development initiatives and how such initiatives can be undertaken is a very important issue for discussion. The skill development initiatives can be of different type and may have different purpose. One may classify skill development initiatives on broader scale as follows:

- a) National level initiatives.
- b) State or regional level initiatives.
- c) Institute of micro level.

NATIONAL LEVEL INITIATIVE

Skill development is a major concern of our economic planners. It is unanimously accepted by all that skill development is the primary requirement for economic growth. It is only the skilled workers who can get appropriate employment and who is a key to productivity enhancement. From this point of view at national level various initiatives are undertaken for development of variety of skill sets. These initiatives encourage formulation of national policy for skill development undertaking skill development programmes by establishing national institutes. Furthermore national level skill development initiatives are essentially designed to offer a guideline as to what should be the approach of various skill development programmes. A national level initiative offers a broad spectrum of policy which helps in working out appropriate programmes at regional and local level. The state and regional level initiatives are helpful in establishing institutes and skill development centres as well as organization of specialized programme to meet region specific and industry specific requirement. Different region have different types of industries and employment avenues. Establishing regional skill development centres helps to meet the specific requirement of a particular region and promote appropriate vocational and training activities. It also helps in effective way and reduce gap between demand and supply of manpower.

Institute or micro level initiative encourage institute - institute interaction and develop appropriate collaborate at different levels. It also helps educational institutes to identify the strong and weak areas of manpower requirement and develop suitable strategies to train the youths in the industry - institute interaction in many ways resources. It helps to satisfy industry specific skill needs and thus improve the productivity and performance of the industry.

3. MEASURES TO IMPROVE INDUSTRY - INSTITUTE INTERACTION

In order to strengthen the concept of industry - institute interaction, few useful measures are suggested here. These are :

- a. Industrial manger, employers and entrepreneurs should define their specific requirements in terms of skill needs and types of traders or activities for which they require particular type of manpower.
- b. The industrial managers should participate in designing of suitable teaching mechanism.
- c. Industries should offer opportunities to youths for hands on experience and give necessary exposures as to how industries functions.
- d. Industries should also assist in developing suitable infrastructure and expertise for skill building activities.

CONCLUSION

Thus the above discussion justifies the need for appropriate collaboration between industries and academic institutions. Skill building cannot be the sole responsibility of academic institution. Industries should come forward and spell out their specific skill requirement. Similarly at national level a broad and pragmatic policy of skill development should be formulated which will provide guidelines for development of skilled and developed manpower to meet economics and industrial requirement.

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