



Indian Youths' Perception on Skill Development Training Programs for Career Growth

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ABSTRACT

Skill is an important ability that decides one's capacity to execute a given task with perfection. Due to growing competition, there arises a need for developing and enhancing skills. Skills determine the success of an individual. Skill development has become an inevitable part, that aids in the growth of a person. The study aims to determine the perception of Indian youth on skill development training in shaping and strengthening their career. Indian youths' perception on skill development training programs was determined by taking a sample of 250 respondents. The research proves that Indian youth have a positive perception on the effect of skill development training programs on their career growth.

Keywords: Skill Development, Career growth, Indian Youth.

1. Introduction

Skill development is the process of identifying the skill gaps, developing and improving the skills. It is important because skills determine an individual's ability to carry out the plans with success. **Ansari and Khan (2018)** in their study proved that skill development is an important tool for reducing poverty, enhancing competitiveness and employability and to promote the self-entrepreneurship among youths. **Shrivastav and Jatav (2017)** in their study showed that different types of programs launched by Government of India can generate job opportunities in India with new industrial skill requirement. **Singh and Sanjeev (2016)**, in their research proved that re-skilling, learning new technology and skills are important for job growth. **Kanchan and Sakshi (2015)**, in their study found that skill development initiatives could make India the global hub for skilled manpower, and also result in a surplus of skilled manpower. **Kaptan (2014)**, in the study discussed about the importance, role, and need of skill development and capacity building program as the principal purpose of education. This study aims at determining the perception of Indian youth on Skill development training programs and its impact

2. Research Methodology

2.1. Objectives:

- To determine the perception of Indian youth on skill development programs
- To find the association between skill development program and career growth
- To identify whether Indian youth feel the need for skill development programs.

2.2. Methodology:

The study adopts descriptive research design. 250 respondents are chosen for the study from the population using random sampling method. Primary data was collected with a structured questionnaire. The collected data was analyzed using statistical tools.

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3. Data Analysis

Table 1–Skills are learnt through

PARTICULARS	PERCENTAGE
Naturally	2.4%
Training	39%
Experience	24.2%
Academic study	2.4%
All the above	32%

Interpretation: Majority of the respondent 39% have told that skills are learnt through training.

Table 2–Development of skills through training

PARTICULARS	PERCENTAGE
Strongly agree	21.6%
Agree	75.2%
Neutral	1.6%
Disagree	1.6%
Strongly disagree	-

Interpretation: 75% of the respondents agreed and 22% strongly agreed that training program helps them to develop their skills. 1.6% of the respondents disagreed that training program helps in developing their skills.

Table 3–Need for Skill development programs for career growth

PARTICULARS	PERCENTAGE
Strongly agree	13.6%
Agree	64.8%
Neutral	12%
Disagree	9.6%
Strongly disagree	-

Interpretation: 65% of the respondents agreed that skill development programs are required for career growth.

Table 4 - Correlation of Skill Development Training Programs and career Growth

Null hypothesis (H0):

There is a positive relationship between Skill Development Training Programs and career Growth.

Alternate hypothesis (H1):

There is no positive relationship between Skill Development Training Programs and career Growth.

PARTICULARS		Training Programs	Career Growth
Training Programs	Pearson Correlation	1	.837**
	Sig. (2-tailed)		.000
	N	250	250
Career Growth	Pearson Correlation	.837**	1
	Sig. (2-tailed)	.000	
	N	250	250

** . Correlation is significant at the 0.01 level (2-tailed).

Interpretation:The correlation coefficient between the Skill Development Training Programs and career Growth is determined as 0.837. Hence there is a Positive Correlation.

4. Findings and Discussion

The majority of the respondents 85.6% are male, 54% of respondents were qualified with ITI & DIPLOMA, 32% of respondents were graduates and 24% respondents have done professional education. 64% of the respondents were having experience of less than 5 years. All the respondents 100% answered that they utilized their skills completely and felt that skill development training programs are needed. Majority of the respondents 39% have told that skills are learnt through training. 75% of the respondents agreed and 22% strongly agreed that training program helps them to develop their skills. 1.6% of the respondents disagreed that training program helps in developing their skills. 65% of the respondents agreed that skill development programs are required for career growth. The results prove that there is a strong correlation between Skill Development Training Programs and Career Growth. Indian youth perceive that training is required due to fast changing technology, management practices and infrastructural enhancement.

5. Conclusion

The study proves that, grooming skills will increase career opportunities and career growth of individuals. The need for skill development training programs is seen among the respondents. The study shows that quality of the training program is very important for improving their performance at work. The research also shows that regular skill development training programs is required for better efficiency and career growth among Indian youth. Indian youth have shown a strong acceptance on attending skill development programs for their career growth and development.

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