



# A CONCEPTUAL STUDY ON THE SKILL DEVELOPMENT OF STUDENTS AT THE GRADUATION LEVEL

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## ABSTRACT

*Industrial expectations from fresh graduates from premier reputed institutes are increasing day to day. As trends in employment change, new skill sets are recognized and demanded. It is observed in the years that every year lakhs of graduates pass out of the institutes, but not everyone fits into the industry. This creates huge employment gap. Very often people(candidates) remain unprepared to face competitions and hence they miserably fail in finding right employment and startup their respective careers. This study totally considers in throwing light on role of institutions in reducing skill and employment gaps and also the necessary practices initiated by them to put forward excellent practices to impart quality education to our youths which is in par with present industrial expectations.*

**KEYWORDS:** *Premier, Unprepared, Miserably, Practices and Expectations.*

## INTRODUCTION

Our 21<sup>st</sup> century is deeply connected about the management of all knowledge and information which we have obtained and the other value additions which we inculcate to improve and upgrade our competency levels which will enable candidates to have a firm stand in the industry. Learning from the vast sea of knowledge must be continuous, it must come across development of skill, focus on growth, recognition of inner talents and strengths and must enable student to live at present in this competitive world. Technology has a very wide role to play when it comes to skill development and making candidate fit to the real-life situations. Industry basically expects three important things from a fresh college passed out candidate they are

- Ability to pick up and willing to learn new things.
- Punctuality and humbleness.
- Creativity and deeper focus.

Passionate learners and enthusiast candidates can really grow faster if they are made up with a proper base and directions are imparted from the institutiolelevel. t is up to the institutions to recruit the right human resources to study and understand present industry expectations and to see that there is hardly any gap between corporate or industry expectations and institutional focus on imparting quality education.

## The Need and Necessity of Skill Development in Higher Education

We survive in economy which is knowledge driven, here industries are strong, progressive and evaluates progress of each resource from time to time in its own methods. Our country has close to one third of the population that are young, proficient, tech savvy and passionate to learn. But real strength of our country depends not on the size and density of its population but the

scientific and technological capacities of the people which is nurtured only at good institutes. World class institutes people the industrial development. These institutes can and have built in the past competent leaders in engineering, industry, trade and commerce. But most of institutes have remained mediocre performers and just offer degrees to their students. Now it is the time to think out of box and bring in changes and reforms. This is possible by focusing on the following core areas

- MOU (Memorandum of understanding) with industrial training institutes, providing training from industry experts.
- Teaching new courses essential for industry.
- Enriching their communication skills, soft and inter personal skills, permutation skills etc.
- Industrial visits on regular basis to be in touch with industrial expectations.
- Collection of feedback on time for necessary improvements from students.

## Institutional Initiatives for Skill Development

There are a lot of interfaces between industry and institutes; both are interdependent on one another. On one side, institutes supply human capital to address the problems of industries; if these problems are not addressed properly, industries are forced to import technology from abroad at a heavy cost. If institutions provide quality candidates capable of performing up to the industry's expected standards, they can intake local talents and train them. To kick-start initiatives and provide solutions to these burning issues, the following are the excellent practices taken up by prestigious institutions till now:

- Focus on basic skill development, which includes improving their hold on language and communication,



better people handling skills, living skills, negotiating and bargaining skills, problem analysis and solving skills, etc. This is the basic expectation of the industry today at the root level. Someone who can very well interact with outside customers and get the deal for the industry.

- Use of e-learning: E-learning resources are available easily today and most of them are technological literates. Access to technology can reduce knowledge gap, skill gap and dependency on others. Instant solutions are found on internet and the same can be used for learning. Access to you tube videos, etc. can help to recollect better. Recorded e-lectures from college faculties on different subjects can be listened again and again, in case if student gets absent on a day or is assigned any other work, other than studies he/she can listen any number of times so that they will not lose grip over the subject. Useful videos relating to courses, empowerment, startups and other areas imparting knowledge can be watched from time to time.
- Certificate course: These are additional supplements provided to the students as a learning platform where students are free to choose any subject/area other than what they study at their regular curriculums. The basic idea behind this is getting a clear-cut exposure on their interested area and making them grow in the same. These are options provided in different certificate courses to the students.
- Research culture has to be promoted from base level, continuous search for knowledge, working on new area getting into deeper taught, focusing on new innovations, better taught and thoroughly become part of solution to the societies problem is clearly possible when there is a research culture. Research culture requires funding to some extent and well-equipped resources such as library, laboratory etc. which is the present focus of institution.
- Providing specialization courses in their area is practiced presently at university levels, specialization may be from within or outside their regular streams. For example, commerce student will get a chance to study a paper in physics and vice versa. This is to impart student basic knowledge of inter disciplinary area. This specialized is purely credit based and is a part of curriculum.
- Interaction with industry owners and entrepreneurs through guest lectures helps students analyze the real expectations of industry professionals. Moreover, students can think about which industry will be suitable for them in the future.
- Internship courses or programs are one of the effective tools that can effectively bridge the gap between industry and academia. It is an opportunity to apply knowledge learned in classrooms. This will improve their interpersonal skills, make them more confident, and also help them remain better prepared for their future careers. Internship programs are not a luxury but necessary in all degrees today.
- MOU with startups (established and new ones) will make students strong leaders and not strong followers as they can

better understand the crux of the real industry problems. It will also give boost to high-tech, high-income employment for younger minds. Basic hallmark of idea starts with colleges and universities. This will improve local talent utilization and will help in reducing the migration of local talents to outside the country.

- Innovative methods adapted such as student teacher series TED talks on subject matters and contemporary issues, video talks, student faculties where senior student take class for juniors, faculty exchange programs, where faculties come from different colleges run by same institutions, provide them with different ideas, will bring out changes in educational system. Providing coaching (additional) for competitive exams at various national and state level government jobs etc. can improve performance and skills of students as well as awareness level of various departments and unfilled vacancies for various different parts can also be focused.

## REVIEW OF LITERATURE

Literature is collected from books, newspapers, and related sites. Ideas from various authors on the same or different ideas are taken from various magazines. The summary of the literature review is as follows:

According to **Bala V. Balachandran**, all of us have special skills, and when we use our skills to the optimum, we will benefit, no matter how indigenously we do it. Playing with our strengths and adding to our core competencies has a very instrumental role in climbing the ladder of success. Cultivating core competencies helps one have an edge over others and make a strong mark in their field of interest.

Source: The Hindu July 10, 2017,

According to **Naik B. M.**, Indian universities lack academic culture and a mindset in favor of professors, especially their growth opportunities. It is the professors who bring a name to an institution, and hence they need to be enabled to excel to reach global standards.

According to **Nagendra Parshar B. S.**, education in India, in particular technical education, has been criticized for not being able to cater to the needs of the industry or country as a whole. Universities have been trying to revise their curricula and course contents in order to make them more purposeful and relevant to industry. Nevertheless, most of these efforts have not resulted in any widespread change in making students globally competitive or industry-ready. One of the several reasons is that those who were trying to reexamine and refine the courses were unable to make themselves free from the traditional way of thinking that improvements can only be brought about in classroom education. They have a strong feeling that anything and everything can be (or should be) taught inside the classroom. And thus often they were unable to think in the direction of revising program structures and discarding portions of the course contents that could be avoided or that deserved less attention. Hence, though



our education system today is being constantly reshuffled, there is a complete absence of meaningful innovation. Whatever the claims made by the institutions, it is all old wine kept in a new bottle.

According to **Hegde S. N.**, for 'make in India' to be a reality, 'skill India' is alchemy. About 45% of our work-free population engaged in agriculture as unskilled and less productive. Only about 2% of our work-free population is trained in formal skills. The corresponding figures are 96% in South Korea, 80% in Japan, 75% in Germany, 68% in the UK, 64% in Singapore, and 52% in the USA. Our system of education is indeed large, comprising lakhs of schools, thousands of colleges, and hundreds of universities. Traditionally, education is imparted to provide knowledge—basic to begin with and advanced later on.

According to the **economic survey of the Karnataka report (2016)**, the growth of government degree colleges has changed the scenario of higher education in Karnataka and led to a reduction in inequality by making higher education affordable. The performance of these government degree colleges is proving that public sector institutions, if properly guided, financed, and empowered, can not only survive the competition from the private sector but can also create a new niche in their way towards social and economic inclusion in higher education at the graduation level. Unplanned expansion of postgraduate courses in government first-grade colleges may prove fatal, not only for the quality but also for the survival of public-sector universities.

### METHODOLOGY USED

This study is purely descriptive in nature and is also a source study. Only secondary data is used in this study, and no primary data is collected. Opinions of various authors from respective journals are taken out and expressed in clear-cut words. Whatever is presently felt to be taught at this moment for making students competent, enterprising, creative, vision-oriented, and completely focused is the total taught for the hour. Indian higher education must be transformed and made acceptable by our industries, failing which top education itself can become a ground for underemployment.

### Objectives of Study

- To understand the expectations of students and faculties.
- To study the important areas that can be included in the regular curriculum
- To give necessary suggestions for further improvements

### SCOPE OF HIGHER STUDY

Talents are born as well as developed; this should be on par with skills acquired in the curriculum. Since today's industry focuses on complex challenges, it needs human capital that can manage intense challenges through wide exposures. Careers should be started at an early age, along with learning. In other words, learning and earning should go hand in hand. A study can be initiated by taking out important metrics underlying both industry

and academia. A survey can be made with a selected audience (students or faculties) and can find situations related to current burning issues in higher education.

### SUGGESTIONS

The following are suggestions worth implementing for further improvements:

- Our present education system aims only at imparting technical courses; the system completely should be geared up to supply skilled technical people desperately needed for the industry. The employment gap should be reduced.
- Skill-oriented and skill-development courses should be compulsorily taught at no cost without any burden on additional charges to all students and prepare them to be fit for the industry.
- Institutes and universities should concentrate not only on building infrastructure; their focus should be on appointing quality professors and changing the academic culture, which is extremely necessary to be world-class.
- To make our nation and regions prosperous, we need people with the latest knowledge and ideas who are on a quest for innovations in various fields. These people are initially produced by the skills taught by institutions and universities. Therefore, it is necessary to strengthen our institutes and universities.
- Inculcating research culture and practices among faculties and also proving them with the required financial budget from time to time and also with other necessary assistance.
- What is urgently needed for our universities and institutes is a faculty with an enterprising culture, autonomy, growth, and innovation opportunities. Teaching and research should go together for better upcoming practices. Faculties should become innovative and not teach in a routine manner. Due to routine methods of teaching, some of our brilliant students lack creativity and thinking skills.
- The prime role of our universities should be lacking idea generators. Their growth and prospects can continue to grow only when they give birth to new knowledge, new technology, and spin-off hi-tech startups in new technology.

### CONCLUDING REMARKS

In developed continuous areas where area and geography are small, we today find world-class universities. This university offers upgraded courses that are fit for the purpose of employment, where students find an ocean of opportunities to learn and excel in any fields they opt for after their degrees along with their academics. After coming across discussions, we must be very clear about the fact that there is no fault with our students who are brilliant enough, faculties who are dedicated and committed, and the infrastructure of the campus that is fairly good. The focus should be totally on skill development and upgrading, not on old, traditional methods. Rules and regulations designed by the management should be such that they must emphasize control over students to some extent in order to make



them learn; faculties should be empowered; autonomy should be provided to a certain extent; and the learning culture of the campus should be totally changed. Only then can we achieve the goals of skill development, zero unemployment, better prosperity and progress, and a better civilized society.

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