



Skill Development A Need for Better Career Opportunity

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ABSTRACT

Education is a process which aims the overall development of individual. In the era moderation of university education is not sufficient besides this importance gained for skill development. Both soft and hard skill were essential to achieve personnel and professional growth.

Keywords: Skills, soft, hard, importance, advantages.

I. INTRODUCTION

Education is a process which aims the overall development of individual with positive changes in the behaviour so that they can turn in effective member of society. Education in its general sense is a form of learning in which the knowledge, skills, and habits of a group of people are transferred from one generation to the next through teaching, training, or research. Education cannot be confined to provide knowledge to children in educational institutions as it goes from birth till death. It includes the effect of everything which influences human personality. India has one of the largest higher education systems in the world, with more than 36,700 Colleges, 825 Universities and Vocational Institutes. India is the third largest country in the world in students, after China and the United States.

Getting a degree from a university requires lots of time and effort from students. A typical 5-year education nominally requires 8000 hours of studying. Research carried out at Harvard and Stanford Universities observed that only 15% of career success is provided by hard skills, whilst other 85% by soft skills. On the background of this observation, it is the fact that university education which is based on Curriculum frame work which gives knowledge but according to era of modernization with digitalization there is some lacuna for developing skill among students. The present review study is carried out with the objective to know the importance and advantages of Skill Development.

II. METHODOLOGY

To carried out present study available secondary data were used.

III. RESULT AND DISCUSSION

Education emphasis on the intellectual development of the student which is result oriented. This format of education prepared the degree holder students but the current demands from our graduate holder students was beyond from their degrees. The changing nature of work environments, the emergence of technology-driven processes required employable graduates to full these demands. Thus, it is necessary to focus on importance of skills which were broadly categorised as Hard and Soft skills.

- Hard skills are technical and easily quantifiable. The knowledge gained through education and work experience.
- Soft skills are interpersonal skills that have more to do with personality, i.e., communication skills, leadership skills, work ethics, professional skills, adaptive skills, etc

Hard and soft skills are inherently different but complement each other. In other words, both skills are distinguishable but cannot be compared to each other hence these skills are essential for Personnel as well as Professional development. It is necessary to identify gap between skills. Yorke & Harvey, 2002 stated that students should be aware of the needs and relate their abilities to be able to meet the requirement of their future by employers so they can improve their self for betterment of future. It is critical to accept that knowledge does not guarantee skill; only implementing or applying knowledge does. Theoretical knowledge can provide an imaginative framework, but only practical knowledge can provide real-world exposure and enables building a life of choice.

There are many advantages of skill development:

1. Enhances self-awareness – Skill development begins with an assessment of the gap between the current situation and the desired future situation. This helps in identifying one's strengths and areas of improvement. Often With our hectic schedules, it may be difficult to take the time to reflect on who we are, our strengths and weaknesses, our motivations and personalities, our habits and values. Furthermore, many of us aren't inclined to devote much time to self-reflection and skill development enables an increased self-awareness.
2. Leads to career advancement – Spending time honing your skills can help achieve personal career goals like getting a promotion or becoming an expert on a particular subject.

Skill sets can be used to advance in a current career or broadened to qualify for a job in a different field or industry.

3. Gives a leading edge – It is important to constantly develop and find strategies to keep up with the changes if they are to thrive. Skill Development is critical, especially when it comes to keeping up with industry changes, rules, and regulations.
4. Increases productivity and boosts morale – Skill development is critical for increasing confidence and removing self-doubt. When motivation levels are high, efficiency and effectiveness increase, resulting in increased job satisfaction. (<https://thechanges.in/>).

Skilling India is important for two main reasons:

1. The growth of the service sector in India – The natural economic movement of a country goes from an agrarian economy to an industrial economy to a service economy but India has leapfrogged from an agrarian economy to a service economy. This remarkable feature of India's recent growth is diversification

into services, with the services sector dominating GDP increasing the importance of skill development in job creation.

2. India is a young nation – With more than 62 percent of the population in the working-age group (15-59 years) and more than 54 percent of the total population under the age of 25, India is now one of the world's youngest countries. The labour force in the developed world is expected to decline by 4% over the next 20 years, while it will increase by 32% in India.

When discussed about skills it is important to know about characteristics of hard and soft skills which is useful to identify the skill for enhancing skills.

Hard skills:

- Hard skills are learnable.
- Hard skills are generally listed in the job postings or job descriptions.
- Hard skills are closely associated with a specific program of study (major) or career field; so often hard skills are referred to as “Discipline Related” or “Content Specific” skills.
- They are the Technical Skills necessary for success in the workplace. Such as pharmacy skills, biology skills, architecture skills, computer skills, math skills, therapeutic skills, teaching skills, graphic design skills, etc
- Hard skills are often learned in schools and from books.
- They may be easy to observe, quantify, and measure. Typically, there is a direct path as to how one would excel at each hard skill.
- Hard skills are often consistent regardless of which company you work for, what circumstances you may be in, or who you work with.

Soft Skills:

- Soft skills are not closely associated with a specific program of study (major) or career field. They are applicable to all workplaces or careers, and can “transfer” across all disciplines; so often soft skills are referred to as transferable skills.
- They are the Non-Technical Skills necessary for success in the workplace. Such as interpersonal skills, human relations skills, social skills, organizational management skills, time management skills critical thinking skills, problem solving skills, etc. . .
- Soft skills may be referred to as “transferable” skills.
- They are more of your “people” skills. Where rules change depending on the company culture or the people you work with.
- Soft skills are hard to observe, quantify, or measure. They are typically associated with behaviours and personality traits of an individual. (E:/Conference).

Better carrier option it is more important to adopt the combination of hard and soft skills these are as follows Communication Skills, Design and Planning Skills, Research and Investigation Skills, Information Management Skills, Human Relations and Interpersonal Skills, Critical Thinking Skills, Management and Administration Skills, Valuing Skills, Personal/Career Development Skills.

Skill development is essential for Economic development of Country because the improvement in productivity can be achieved by skilled manpower so the students should directly or indirectly involve in skill development

is essential. Skill should be adopted by students are learning skills, studying skills, listening skills and technical skill. These skills are life long skill used as well as these skills helped to improve personnel and professional growth.

The changing nature of work environments, the emergence of technology-driven processes, and the diversified needs of clientele are the emerging challenges of Higher Education Institutions (HEIs) in order to meet the demand for employable graduates (Same Inanotech, 2014).

IV. CONCLUSION

Present era known as modernization with digitalization. Continuous changes work place demanded skill worker hence as per the demands from various organization highly skilled manpower required hence it is necessary to produce next manpower having knowledge and occupied with hard and soft skills. The skilled labour helps in the economic improvement of Country. It is crystal clear that skill development among students is better opportunities for carrier development.

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