

SKILL BASED AND QUALITY EDUCATION AMONG STUDENTS IN INDIA: NEED OF AN HOUR

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ABSTRACT

Having a productive, employable and quality youth is an asset to every nation. Half of the India's population is below 25 years of age and nearly 2/3 is below 35. This information proves that India has high potential demography. Unfortunately it will not prove as an asset to India unless it is productive in nature. The employability among professional graduate students has become a serious concern. The huge mismatch between education, employability and employment has become challenge to our country to take the benefit of youth demography. Many young people lack in some skills demanded by employers. Many sectors of industry face an acute shortage of skilled workers. There are people without jobs and jobs without people. There is an urgent need to enhance employability of the workforce by ensuring job oriented professional skills training. In this paper the writers have tried to take a review about the existing skill based and quality education among students in India as well as in Odisha. Based on the facts, researchers have given some suggestions to improve the skills among the workforce.

Key words: Employability, Acquisition, Potential demography, Diversified, Benchmark, Lacunas, Stakeholder, Incubation.

INTRODUCTION

Quality often is not measured at all, but is appreciated intuitively¹. Quality education is a golden instrument for any national development. It also acts as an instrument of social change in the nation. Skill based education has become very important in today's life. A commerce and management education faces a variety of challenges. To meet the upcoming requirements of developing and upbringing the human capital is a competitive advantage for an organization Management courses have become academic rather than professional one. B-Schools barring a few exceptions have reduced to the status of commerce

colleges. There is no difference between traditional colleges and professional colleges. Today we see that many universities, business schools/ management institutes produce number of MBA graduates. We repeat they produce MBA graduates but not the employable graduates. These graduates, either they do not have any dream in life, some may have dream but they change their dream, as a result they work on counters of mobile Shoppe, Malls, Big Bazar etc. Many engineers, doctors do not have any job opportunity. On one side we criticize the brain drain from India and another side these people does not have any job opportunity in their hand even after spending lakhs of Rupees and valuable years of their life. Who is responsible for that? Hence there is a burning need to restructure management education to meet new challenges of 21st century. Today's mushrooming management institutes, our age old education system, government policies, incompetent staff, weak links between training institutes and employers, limited vocational counseling and job placement services and many other reasons resulted into unemployable graduates. The education in these institution focuses on equipping students with hard skills and ignoring soft skills. The corporate world demands excellent results from day one itself.

Review of Literature

The Prime Minister's National Council on skill Development has set a target of training 500 million skilled individuals by 2022. To create an institutional base for skill development in India at the national level, the National Skill Development Corporation was created in 2008. Government of India introduced the National Skill Certification and monetary Reward Scheme, popularly branded as STAR Scheme. This scheme is one of its kinds and was first proposed in the Union Budget of 2013. A sum of Rs. 1000 crore was allotted for this initiative with the objective of training a million youth of the country during first year. The scheme also provides a certificate and an average monetary award of Rs. 10,000 to every trainee who completes his training and clears the assessment. It means a young person successfully completes the course and obtains a certificate he is eligible for a monetary reward that is dependent on the level of the course and the sector. With a large and growing labour force, recent studies state that nearly 300 million in the age group of 18 to 50 are unemployed because of lack of job related skills. Vision without action is merely a dream, action without vision is passing the lime hut vision with action can change the world. India in 2020 is set to become the world's youngest country with 64% of its population in the working age group. India is a developing country, needs skilled and qualified labours. A study which examined impact of the MBA degree on the career development, skills and employability found that MBA degree holders acquire diversified skills and get better chances to being promoted and being

employed. MBA degree holders prove themselves as better managers for business organizations than other professionals and can develop multi skill personality. Government has launched skill India after digital India and make in India in March 2015 to create opportunities and scope for the development of the talents of Indian youth. The programme aims at training and skill development of 500 million youth of India by 2020, covering each and every village. It also aims at improving entrepreneurship.

Statement of the problem

So as the review depicts the survey done by many researchers revealed that the employability of management students is very low. Our country is rich in youth demography. Government has been taking efforts and spending a lot for higher education. Then to these students remain unemployed due to mismatch between industry need and students skill. Parents are spending lakhs of rupees for the education but their children are jobless. Students use to come to the college campus but not in classroom. Who is responsible for all this? Our education system, we teachers, parents or policies of government who is responsible. Hence the title of the paper is, "Skill based and quality education among students: Need of an hour".

Objectives of the study

The main objectives are :

1. To take a review on lacunas in skill development in management institutes.
2. To study the need of skill development education to the youth .
3. To give suggestions to develop the skill among the youth .

Conclusion and Suggestions

Under the current regime of global knowledge society, a student would like to pursue a learning environment that empowers him with knowledge and skills for a rewarding career. In simple words, the courses and programme must keep pace with the developments in their respective fields. There is a need to bring required changes in the education system to empower Indian youth with employment skills and participate actively in enhancing the nation's economy. Skill based education is the key to a career. It must enable the student to realize his individuality, it should assist them to create their own identity and earn for livelihood. The purpose of education must be to facilitate skill acquisition. The skills required to

promote social and economic development are broad. Skills can be raised by different ways, through on-job training, learning by doing, self-managed study etc. Vocational courses needs to be designed as per the skills required in the industry with proper implementation in training. Updating syllabus need to become a continuous process. Along with updated bookish knowledge, character building is to be taught. It should include Indian rich heritage, harmony, national integration, etc. In every management institute, there should be a separate entrepreneurship cell where the efforts will be taken to incubation of entrepreneurship among the young students. Developing entrepreneurship skill among the students is not an easy task. There is a need of integrated efforts of institution and industries. While doing the summer project students should not adopt copy paste culture for preparing the project. The teachers should encourage the students to attend the industry genuinely for 50 days, observe the problematic area to select the topic for project. This practical experience will help the students to understand the industrial problem to solve it.

We would like to suggest, the management institutes should develop a research cell in their institute, which will provide opportunity for students and local industries in many ways. This research center should include the participation of teachers, industrialists, traders and students. They should sit together to discuss on different areas where there is a need of research. Industries can give a work of survey to these students and students will get an opportunity to complete their project under the guidance of their allotted guide. They will submit the survey report, they can solve HR problem and they can prepare a project report for a new upcoming organization. Thus the research center will help to provide practical knowledge among the students.

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