PRODUCTIVE USE OF SKILL DEVELOPMENT PROGRAMS: A STUDY ON THE IMPACT OF SKILL DEVELOPMENT PROGRAMS ON ENHANCING TECHNICAL SKILLS OF MANAGEMENT GRADUATES

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Abstract: New Industrial Revolution(Industry 4.0), coupled with the augment of Artificial Intelligence heightened the demand for profoundly skilled applicants in developing nations. For India, skill enhancement is rudimentary for economic and societal outlook. The current paper strives to study the awareness of MBA graduates on skill development initiatives and the impact of such initiatives on skill development, with special reference to technical skills along with how these newly achieved skills to aid in increasing their employability. The objective of this paper is to study if the skills-enhancement training provided by the Andhra Pradesh government can serve the desired purpose of developing technical skills. Questionnaires, Surveys, Frequencies, and chi-square tests are implemented to find out the relationship between enrolment and placement of Management Graduates, among the selected districts of Andhra Pradesh. Results state that there is an exalting outcome in employability, and there is a substantial need for more skill enhancement programs to meet the expectations of the imminent job markets. This paper attempts to uncover the influence of enrolment in skills development programs on employability and articulate the significance of the aforementioned skills.

Key Words: **Employability Skills, Skill enhancement, Technical Skills, Management graduates.**

I. INTRODUCTION

According to the International Labour Organization (ILO), skill enhancement is a significant effort in animating a measuring scale for practical improvement and committing encouragement of progress into a smart economy. To tackle the complexities and to fulfill the ever-changing demands of employers in respect of industry 4.0. Technology is besieging all facets of the corporate environment. Artificial intelligence enables us to sort out and make smart adoptions swiftly. These ground-breaking developments infer technical skills are not only a stipulation but also a prerequisite these days (Harmon, 2019).

After graduation, most of the student body venture into career exploration, predominantly in the corporate sector. Currently, employers favor prospect applicants who can offer cherished skills integral in enhancing company performance. To thrive in a career one must exhibit their technical skills and demonstrate to be pertinent and even Employers consider an applicant who exhibits proficiency in technical skills. These aptitudes are similarly as fundamental as the academic degrees one has been buckling down over institutions. Virtual classes offer a brilliant vantage point and Enrolling in massive open online courses on a focused skill can aid applicants with the right set of ammunition for the forthcoming competition. The Indian government has asserted that by empowering thousands of professional students to enhance their industry-relevant skills, the candidates boost their job. Nonetheless, exploration by Periodic Labour Force Survey (PLFS) 2017-18 illustrates that only a minor fragment of the professional students conveyed that there are taking part in any skill development training, and a large share of them was unemployed. This has been proved with the present study.

Table 1: Awareness of skill development programs

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	335	47.3	47.3	47.3
	No	373	52.7	52.7	100.0
	Total	708	100.0	100.0	

Out of 708 MBA students studied, a little over half of the respondents (52.7%) claim that they were not aware of any skill development programs initiated by the AP government. This has a direct effect on the enrolment ratio ultimately on skill development.

Figure 1: Awareness of skill development programs
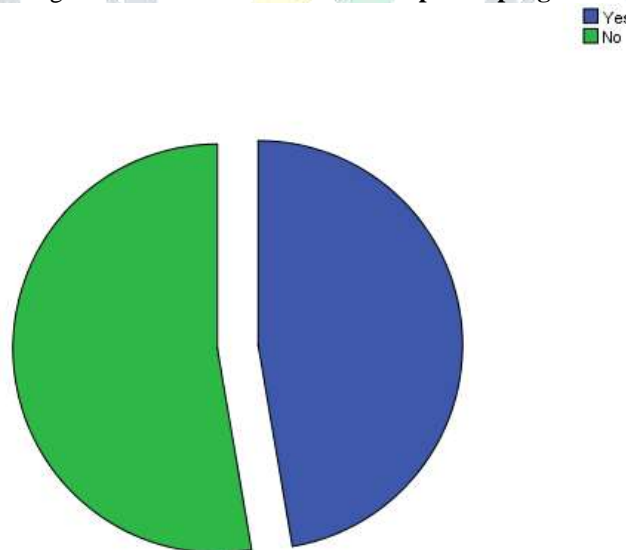
Approximately, 7.5 million fresh graduates disembark in the labor market every year. In 2017, around 5.5 million jobs were created, and the condition was deteriorating. Unemployment was at a pinnacle in 45 years during 2019. The unemployment rate breached 34 percent by the first quarter of 2019. 49 percent of Indian employers stated that the hurdles to acquiring jobs owing to talent scarcity. However, the skill enhancement focuses on the Public-Private Partnership Model (PPM)and it commands immense vivacity from all the stakeholders of the program. Technical skills act as a beacon for attracting recruiters, to perceive the applicant as competent and career-driven. Modern and cutting-edge certifications of skill-sets on resume evidently glass case the candidate as an individual, who has spent efforts on professional advancement. In the future, nurturing their thirst for knowledge will pay off better than their

expectation. Employers adulate pragmatic candidates with ingenuity and learning a new technical skill accentuates this epiphany. The results exhibit the vitrine quality (Ajmal, 2018).

II.   LITERATURE REVIEW:

Increasing youth employment is one of the gigantic concerns antagonizing developing nations today. Globally, the youth unemployment rate is nearly three times that of the population (UNESCO, 2016). Simultaneously, employers battle to unearth staff with important skills. As business enterprises develop in light of machine-driven transformation and globalization, some more veteran experts wind up without jobs and notwithstanding high joblessness in numerous districts, organizations can't locate the skillful applicants they need (COL, 2017).

Specialized technical endowments is an incredible way to clench recruiter's expectation. These skills permit elite material on current contexts and will make one endlessly more alluring among employers. Specialized abilities are the substantial and pragmatic aptitudes that a student can adapt to be more adept for the competition. With the perfect time and exertion, they can be aced through different channels. Encompassing a range of such abilities makes a composed applicant. Opting out virtual lessons is by far an incredible method to acquire tech skills (Greenhalgh, 2018).

In Forbes technology council held in 2017 publicized that openings in tech-based jobs are projected to upsurge by 12% by the financial year 2024. With the number of tech positions in big data analysis, Artificial intelligence, web development, and cybersecurity estimated to grow exponentially in the next couple of years. Competition to attain a job might be a bit tougher normal. While young applicants offer a range of technical skills, employers are eyeing for well-adjusted applicants who own soft skills that are evident on their resume (Editors, Forbes Technology Council, 2017).

The most energizing part of skill training is everyone, irrespective of their specializations, benefits from these programs and adds more cogency to the candidate's profile. It is evident that the technical skills are getting more momentous, and it has been predicted to spiral out further. While technology facilitates user-friendly handling, bleeding-edge innovations are more adroit and startling (Ajmal, 2018).

III.   Skills Mismatch

There is an abundant hawk of concern acknowledged with the abilities demanded by employers and the skills bestowed by educational institutions. There is an absence of employer communication on account of technical knacks fell short for the business. Even though the applicants might be talented, they are not employable. Almost half of the 72 employers studied, has expressed that they struggle to employ MBA graduates with precise soft and hard skills (Nilsson, 2018). It was found through extensive literature reviews that the critical issue delineated to be a lack of participation of industry experts while updating the curriculum.

3.1. RESEARCH OBJECTIVES:
- To find out the relationship between MBA students enrolled in skill development programs and improvement in their technical skills.

The null hypothesis for this test is that there is no relationship between enrolment in a skill development\MOOC program and improvement in their technical skills.

The alternative hypothesis is that there is a relationship enrolment in a skill development\MOOC program and improvement in their technical skills.

IV.   METHODOLOGY:

A descriptive study has been employed in this study. The survey research method used to collect data via an electronic questionnaire is sent to random population of final year MBA graduates from selected districts of Andhra Pradesh, which includes information regarding the purpose of the study, instructions on how to fill the survey form, biographical information section, and questions regarding their employability skills. Likert scale was used to measure the agreement levels of responders. 800 (10% of the population) from the population of 8000 final year Management Graduates from various colleges in selected districts of Andhra Pradesh were randomly selected for this survey. Out of the 800 selected, 727 (90.87%) responses were accumulated using Google forms; 708 responses out of these 757 responses have been deemed felicitous for further analysis. Hair et al., 2005, pp. 1–3 (2006) advised, that items with an alpha correlation of 0.70 and greater are acceptable. Cronbach alpha coefficient for this study was recorded at 0.871 for the sample (N=800) considered as good. This study was carried out to examine the employability of management graduates, who have been enrolled in skill development or Massive Open Online Programs (referred to as MOOC hereafter) program and can express their confidence in skill improvement. Descriptive statistics were used to analyze the demographics of respondents. Then, Pearson's chi-square test had been conducted to identify the dependency of placement and enrollment in Skill development. The resulting chi-scores indicate the dependence of enrolment and improvement in their skills, as a result of these skill development programs on their placement. Then to find out the effect of these programs on placement, symmetric measures were calculated.

V.   RESULTS AND DISCUSSION

Table 2: Comparisons of student learned least one technology that suits his\her specialization by Enrollment

		I learned at least one technology that suits my specialization						Chi-Square values
		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total	$\chi2$ (5)= 142.28 df=4
Enrolled	Yes	49	30	10	121	78	288	p=0.000
	No	248	45	3	90	34	420	φ= 0.448
	Total	297	75	13	211	112	708	n=708

Result: Chi-square test of independence was performed to examine the relationship between enrolment in at least one skill development program and learning at least one technology that suits their specialization From table 2, it has been observed that $\chi2$ (4) = 142.28, p = 0.000. This tells us that there is a statistically significant association between enrollment and knowledge on how to use learned technology in a real-time environment. A phi coefficient of 0.44 would indicate that a significant difference is with medium effect size (Cohen, 1988).

Table 3: Comparisons of student knowledge on how to use learned technology in a real-time environment by Enrollment

-		Knowledge on how to use learned technology in a real-time environment						Chi-Square values
		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total	$\chi2$ = 192.499 df=4
Enrolled	Yes	51	33	17	103	84	288	P=0.000
	No	258	43	15	72	32	420	φ = 0.460
	Total	309	76	32	175	116	708	n=708

Results: Chi-square test of independence was performed to examine the relationship between enrolment in at least one skill development program and learning at least one technology that suits their specialization. From table 3 it was observed that chi-square value $\chi2$ (4) = 192.499, p = 0.000. This explains that there is a statistically significant association between enrolment and knowledge on how to use learned technology in a real-time environment. A phi coefficient of 0.460 would indicate that a significant difference is with the small effect size (Cohen, 1988).

Table 4: Comparisons of student adaptability to new technology with sufficient training by Enrollment

		Can adopt or update to new technology with sufficient training						Chi-Square values
		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total	$\chi2$ =22.503 df = 4
Enrolled	Yes	23	47	33	116	69	288	p<0.001
	No	46	47	48	224	55	420	φ = 0.178
	Total	69	94	81	340	124	708	n=708

Results: Chi-square test of independence was performed to examine the relationship between enrolment in at least one skill development program and learning at least one technology that suits their specialization. From table 4 it was observed that chi-square value $\chi2$ (4) = 22.503, p = 0.000. This explains that there is a statistically significant association between enrolment and knowledge on how to use learned technology in a real-time environment. A phi coefficient of 0.178 would indicate that a significant difference is with the small effect size (Cohen, 1988).

5.2 Discussion

Skill enhancement initiatives with third party partnership laid a significant effect on developing basic abilities (Skills Development, 2017) it is proved that being part of skill development programs help in gaining competitive advantage irrespective of who provides the training. Though there are very little efforts made for MBA student's skill development students have taken self-driven initiatives to improve their skills resulted in better employment endeavors. It was proved from the study that enrolment leads to development in skill

in which interns facilitate higher chances for placement. This was proved in this research, learning technology, and the ability to apply that learned know-how in real-time will aid in securing employment.

5.3 The road ahead: There is a pressing demand to seize skill development sincerely, otherwise our country will be loaded with an unemployable and stumped young workforce. PM Modi's administration has dispensed substantial funds to blotch up skill enhancement in the nation yet the execution was an uphill battle all the way. Training organizations must set up extraordinary models that make more relevant to female graduates as there is a need for promoting female participation in such training programs. Thus exists a necessity to magnify the amount of work while learning initiatives and connecting mentors, role models who are experienced in the field of management can amplify the outcomes tenfold. Hard (Technical) skills can be definite and measured. Technical skills are easier to absorb contrasted to soft skills. Given sufficient time and energy, anyone can master technical skills. There are several courses at all levels on programming to big data analysis. These may not be free but can demonstrate commendable for anyone who'd willing to extend their professional skills (Ajmal, 2018).

5.4 Tutorials would be a great start

The gain that tutorials have above textbooks free accessibility 24/7. The secret here is to find the perfect one that suits their preference and learning style. Relate your learning in day to day life. One cannot be a master of a skill unless he used it. The finest tactic to acquire a skill is by practicing it.

5.5 Next stop: Podcasts

There are thousands of podcasts on vivid subjects and technologies to foster technical skills. Like tutorials, podcasts sometimes available free of cost and accessible throughout the calendar. One can listen to the podcast while doing your daily chores, while on a jog, or having your evening snack. The only thing you need to do is to plug in your headphones and dive into the world of technical skills. Putting this newly acquired knowledge into reality with all enthusiasm will make you skillful. Concoct an achievable goal and stick on to it. Then all the success will be with you.

VI. CONCLUSION

Acing new abilities is a pivotal technique to update diverse abilities and stand unique from the group. Limiting oneself might toss up a chance to evolve in your profession. Try not to remain restricted to what you know, make a point to use the skills you have to fortify your specialized aptitudes that will prove to be suitable for future jobs. Organizations have high regard for those individuals who can show an immense assortment of specialized abilities. These aptitudes are similarly as important as the grades you've been buckling down for. If you need to set yourself up for progress, follow these techniques to ace some new talents. There is an endless pool of specialized technical skills to learn. The more abilities you have, the better your likelihood of recruited because businesses honor these gifts.

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