

# Perception of Students Towards Skill Development

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**Abstract:** The study is an attempt to find out the perspective of students on the importance of skill development. The study addressed 1.) Adequate ratio of soft and hard skills 2.) Importance of skill development. The study was conducted among 150 respondents, who were all students, currently pursuing their under graduation. The respondents belonged to various disciplines like, management, commerce, science and humanities. The tool used for data collection was Questionnaire. The study showed that the majority know the importance of skills as it helps them to get a better job. It is also believed that it is important to upgrade their skills on a regular basis. Also, it was concluded that it students value both soft and hard skills equally. This study also focuses on the institutions responsibilities for the students development of skills over and above their curriculum. students were also asked whether they faced any issues while learning new skills.

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## 1. INTRODUCTION

Today's business environment is characterized as dynamism, complexity and uncertainty. Organizations are competitive by thinking tactically and strategically. Jim Collins has wisely said, "Great Vision without Great People is Irrelevant". In any type of an organization human resource plays a crucial role, however in the last few decades the qualities looked out for in an employee by the organizations has been changing drastically. Today employers look for something more than discipline- based knowledge from schools and college, something like a fine blend of discipline- based knowledge and skills. It is felt that only professional and technical knowledge will not be enough to achieve the organizational goals. Today individuals realize the importance of skills and therefore develop/ update themselves with the current knowledge and have the competencies to develop new expertise.

### • What is Skill Development?

The term "skill" refers to the ability to do something well or to gain an expertise in a particular subject. The process of identifying the skill gap and making efforts to overcome the necessary gap is known as Skill development. It is important to develop skills because the skills of an individual determine his/her ability to execute the plans in the desired manner to attain success. Skills can be mainly classified as- Soft skills and Hard skills. Soft skills refer to personality specific skills which are intangible.eg: communication, leadership, teamwork, problem solving, etc. Hard skills refer to teachable skills or skill set that are easy to quantify.eg: graduation certificate, typing speed, short-term certification programs, etc.

In a country like India where 65% of the population falls under the age of 35, it is difficult to be identified as an ideal candidate for the job, however proficiency in soft skills provides an opportunity to stand out of the population and get the best job.

## 2. OBJECTIVES OF THE STUDY

- To understand the perception of students towards importance skill development courses.
- To examine the adequate balance between soft skills and hard skills required by a student.
- To examine the level of awareness of skill development courses in College students.

## 3. LITERATURE REVIEW

India's statistic profit is generally accepted to be our greatest social and monetary resource, with over 54% of our populace more youthful than 25 years in age. The education system has been growing and progressing in the over the last decades and in today's competitive world there are ample of new opportunities opening up for fresh undergraduates and graduates to grab and enter the corporate world. As the education system is growing at a rapid pace similarly the corporate

has become dynamic as well not just with the use of technology but also in their approach in the process of recruitment of new employees. Today employers are looking for people with not just procedural academic skills but a full pack of communication and other important soft skills as well. The paper tries to find out the improvement that the training of soft skills can bring out in the life of management students as well as to find the major soft skills components that can be improved after the exposure to soft skills training. The only limitation of the study was that there was no equal control over the life experiences, personality traits, etc. However, it is important to enhance the potential of the youth it is basic to outfit them with aptitudes which are of good quality, moderate, adaptable, and significant to the requirements of the Indian and worldwide employment market. Skill Development, being an essential element for many high-school students, young graduates and other who intend to hit the job market, pursuing employment to be as their lifetime Career. It is likewise essential in understanding one's true self in terms Of his/her knowledge thus making it clear to identify the area of expertise (Human Resources, Administrative, Operation, Sales, Planning Commission, Etc.) Resulting to a pleasant and stable employment career. Soft aptitudes assume a significant job in a person's achievement in profession just as in close to home connections. The article thinks about the significance of delicate aptitudes from the point of view of work just as from the viewpoint of understudies and the instructive foundations. The fundamental center viewpoints are-understudy's impression of the estimation of delicate aptitudes, self-proficiency of the degree of abilities controlled by them, abilities that need further advancement, significance of expertise improvement programs, and the job of instructive foundations in the improvement of delicate aptitudes of the understudies. The investigation utilized various instruments for the examination of the information like mean, standard deviation, connection, and so forth in Singapore understudies knew about the significance of delicate abilities for profession and instructive headways anyway it was seen that the understudies understood their degree of delicate aptitudes was low and correspondence was seen as the least significant expertise and it was essential to make the attention to the significance of relational abilities.

#### 4. RESEARCH METHODOLOGY

The study uses two main sources of data- Primary and Secondary data.

**Primary Data-** A simple questionnaire was used to collect data from undergraduate students from different fields of study- management, science, social science and commerce. A total of 150 responses were collected from students of different universities- Christ (BGR), Hindu College(DU), Shri Aurobindo College of Commerce and Management(PU), Chitkara University, Sophia College for Women, SIBM, NMIMS. The questionnaire consisted of 14 multiple questions and it was mandatory for each respondent to answer all the questions. The respondents were selected through convenience sampling technique. The respondents were approached through sharing of Google form link via different sources within a span of two days.

**Secondary Data-** The research uses different sources for acquiring the data for attaining knowledge regarding the scenario of skill development and its awareness among students. Secondary data has been acquired from online websites of organizations working on research projects, articles etc

#### 5. DATA ANALYSIS & FINDINGS

**5.1 Respondent's Profile:-** A total number of 150 participants were selected at random from different colleges and universities across India from different fields to understand the perspective of students from various disciplines on skill development in India. The study mainly focused on 4 major fields:- Management 51students (34%), Commerce 40 students (26.7%), Social Science 22 students (14.7%), Science 37 students (24.7%). All the respondents were compulsorily made to answer all the questions in order to complete the form and submit for the research.

**Field**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.0	51	34.0	34.0	34.0
	2.0	40	26.7	26.7	60.7
	3.0	22	14.7	14.7	75.3
	4.0	37	24.7	24.7	100.0
	Total	150	100.0	100.0	

**5.2 Importance of Skill Development Program-** A number of questions were asked in order to get an almost accurate perception of students towards the importance of skill development programs. Here we found that a lot of students think that skill development programs are very important as they have given high importance to it. Also the mean of 3.6 suggests that a lot of people had chosen option 4.

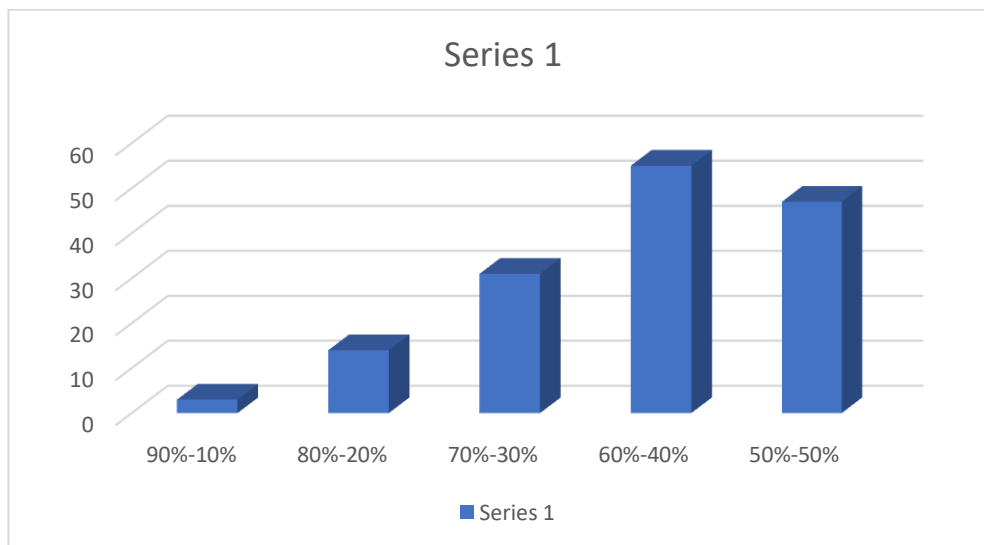
**Development program**

N	Valid	150
	Missing	0
Mean		3.673
Std. Deviation		.9932

**Rate imp of skill development program**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very low	7	4.7	4.7	4.7
	Low	9	6.0	6.0	10.7
	Moderate	37	24.7	24.7	35.3
	High	70	46.7	46.7	82.0
	Very high	27	18.0	18.0	100.0
	Total	150	100.0	100.0	

In order to find the adequate ratio between the hard skills and soft skills they students were asked this question and most of them either opted for a 50-50 or a 60-40 ratio. So most of them think that both type of skills require equal weightage and one needs to excel in both the skills in order to get a better job.



We tried to look for relationship between ‘if soft skills can be developed’ and ‘if employers look highly for soft skills’ and we found out a high positive correlation which means if we get to know what the employers are looking out for in their employees, they focus on the soft skills.

**Correlations**

		Soft `skills `dvelopment	Employers
Soft `skills `dvelopment	Pearson Correlation	1	.741
	Sig. (2-tailed)		.085
	N	150	150
Employers	Pearson Correlation	.741	1
	Sig. (2-tailed)	.085	
	N	150	150

## 6. CONCLUSION

In India, every year the total number of graduates and post graduates completing their degree and looking for new jobs are rapidly increasing. The total number of new job openings are limited however corresponding to that the total number of job applicants is very high. It is very important that employers in such a dynamic and competitive world select and recruit the best employees who contribute positively to the organization. Thus, employers are quite speculative to recruit the best employees and in such high competition it is best that the employees stand out to secure the best job available. Development of skills will provide candidates with more confidence and advantage over other candidates. There are several organizations that work for providing students with skill development courses. The new upcoming workforce understands the value of skill development programs and is working hard to polish its skills which also give them benefits for promotions in the job as well. The Government of India with its program- National Skill Development Mission under the Ministry of Skill Development and Entrepreneurship is working towards increasing the awareness of the importance of skill development programs and also making new policies for colleges and universities to compulsorily equip new workforce with necessary corporate and practical world skills.

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