

## The Need of Skill Development for the Growth of Indian Economy

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### Abstract

India is a country having the maximum young population. The current average age of India's Population is below 25. This is the one of the remarkable achievement. Because there is no country in the world who is having such a young population. One may definitely assume that, such a young population is very helpful to develop the all over economic scenario of India. But, unfortunately fact is quite different from this position assumption. The fact is that, among these young population most of the population is unskilled. To make them skilled is the major challenge of Indian economy. If India will fulfills this challenge, then only we can think about making of strong Industries, dream about capturing the global markets and creating of new Industrial generation In India.

**KEYWORDS:** Remedies, unskilled, globalize, campaign, accelerated.

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### INTRODUCTION:

India's 60% population is living in rural area and the main Income Source of this population is based on agriculture sector. The small business related on agriculture are continuously Increasing. Honey-bee protection, Fish and Poultry farm, Pig farm, Goat farm, Imus farm etc. But, from few decades the agriculture sector is treated as secondary source of Income.

The above trend in the agriculture business has enhanced the more burden on Indian economy. Due to this trend, the problems of unemployment, criminology and beggary is regularly Increasing. Indian economy is facing the various problems today. For example, how to make control the continuously Increasing populations? How to minimize the poorty? How to the proper use of current monetary fund? How to make control on migrated population? How to complete the basic needs of the common people? How to improve the quality education? How to implement the taxation policy? How to globalize the new markets etc. But one of the major problem facing by Indian economy is how to make the population skilled?

India has successfully companied the 'Digital India', 'Start up India' and 'Make in India programs India is making attention to new program - 'Skill India'. It is systematic program through which Indian maximum population should be skilled enough to become a Fresh Entrepreneurs. The main Objective of the skill India is to develop the Individual skills among the peoples, get them well trained for setting of a new business so that they should be job creators and not only be the employment searchers.

Our Prime Minister Mr. Narendra Modi has developing India by leaps and bounds. The main motto of the skill India campaign is to give opportunities to the young and dynamic people to create the new self-employer. So this strategically developed policy should prove beneficial for the development of Indian economy.

In this skill development program India should give very much importance to the vocational and the skill as well as job based training. That's why the vocational training programs should be developed.

Skill India is targeted that about 400 million people will be get training upto 2022. During the year 2015-16, 12 million people had taken the vocational training. There are two schemes was launched by government of India-Pradhan Mantri Kusal Vikas Yojana and the skill loan skills

### **OBJECTIVES OF THE RESEARCH PAPER:**

To analyze the real need of Skill Development for the Progress of Indian Economy.

### **HYPOTHESIS:**

“Skill Development is the main remedy through which, India can make its economic development.”

### **SCOPE OF THE STUDY:**

India is a developing country. So, by the help of skill development Indian population can give an excellent shape to the Industrial Development. There should be certain remedies for this skill development campaign.

### **SKILL DEVELOPMENT IN IN INDIA-PRESENT STATUS:**

India is one of the youngest nations in the world with more than 54% of the total population is below 25 years. India's workforce is the second largest in the world after China. But our destiny is that, India's skilled workforce is only up to 2% which is too low in comparison with the other countries. For example, China (47%), South Korea (96%), Japan (80%) etc. As India's ratio of skill is so low, India is not able to make its Industrial, productive, qualitative and economic growth. Make in India, Startup India, Mudra Yojana etc. are some of these important schemes.

As per the analysis of the Indian skill report, only 34% were employable in the year 2013-14 which increased to 37.2% in 2014-15. It means Increase of just 3.2%. That's why it is necessary to Increase the ratio of skill development For India skill development is a big task. For the economy to grow 8% to 9% with a targeted growth of 10%, a highly efficient skill development system is to be implemented to achieve this task.

India's 38% workforce is Illiterate, 25% has educated below primary or upto primary level and remaining 37% have education between between middle and higher levels. Moreover 80 % of Indian work force does not possess the skill of job on which they are working.

India is a Historical Country. After Independence there was started the policy of five year's plan Scheme. In this plan India had set the excellent goals. The main motto of setting of these goals is to make the economic growth of all the sectors. Indian government known the fact that, India can make a growth if there is a sustained growth of each sector. It was possible only if there was a development of skill of the population. India has made initiative for this but there should be the more sustained initiatives and remedies by which skill development in all sectors should be developed.

### **TESTING OF THE HYPOTHESIS:**

For this Research paper following hypothesis was considered;

“Skill Development is the main remedy through which, India can make its economic development.”

India is a country having most of the young population. But still the most of these population is not having that much skill as per actual requirement. In other words we can say that, our most of the population is unskilled. This is our big destiny. Because if we study the economy of china, we will know that, China is a country who is having older population i. e. between the age group of about 60 to 65. But still they proved themselves as a Super Economic country. It is so because they strictly obey the government rules. There are many efforts due to which China has proved as a Super Power. For example, they have given first priority to basic Infrastructure, Population Control through compulsory family planning Acts, Excellent education quality, Micro Finance Schemes, Self-employment, development of Micro Business, priority for employment creator, LPG policies (Liberalization, Privatization and Globalization ), brilliant strategic planning to capture the big markets of foreign countries etc.

India is also having that much caliber to compete with China. But India is not having that much practical oriented and Job oriented courses. Moreover the Industrialization and Population

Ratio in India is different. Moreover India is having lot of natural resources which are exported to the foreign countries and we are always think ourselves happy that we are purchasing the natural resources from other countries. These all are the reasons due to which India is only concentrating on Industrial development rather than Skills of the personnel on which the present as well as future of the industry is depend. If government will concentrate on the skill development of the employees, it will definitely increase the percentage of skilled employees which should be prove as an asset for the Industries and also the economy of the country. So we can say that, the hypothesis given in this research paper is True..

### **REMEDIES FOR THE SKILL DEVELOPMENT OF WORKFORCE IN INDIA:**

In today's global scenario it is very necessary to make the skilled staff in the Industries. The accelerated economic growth has increased the demand for skilled manpower in the country. There are some positive efforts through which It should be possible to make the skilled manpower. Some probable remedies should be as follows:

- (1) There should be two types of training programs should be given to the employees. The first one is on the job Training and second one is off the job training.
- (2) The maximum duration of probation period should be increased up to minimum period of three years.
- (3) Before giving permanent order to the employees, he must qualify oral and practical test scrutinized by head of the department.
- (4) There is a controversy between the total population of India and total number of private and government ITI colleges. So, it is necessary to Increase the new ITI colleges.
- (5) Due to less funding policy or insufficient funds many private ITI Institutions are not having sufficient equipment. So government should take an initiative to develop them.
- (6) In most of the ITI's and engineering colleges, students can only study the traditional courses. The new, Innovative, skill developing and need based courses should be newly started in the practical and skill oriented courses.
- (7) Other than the working employees, if we think about the unskilled population, It is necessary to take certain Important steps to make them skilled. The first step towards this process is the parents should not give the unnecessary burden to their children. Then only they can take the skill based education.
- (8) Just one out of nine children finishing school joins a college. India has one of the lowest higher education ratio of 11%. In US it is 83%. Indian government must do their best to make the campaign regarding motivating them to take skill based education.
- (9) Almost half of the country's population is below 25 years. Almost 10% of them or 12 crores are between the ages of 18 and 23. If they are equipped with both knowledge and skills, they could drive India's entrepreneurship and competitive spirit. ^3

Indian economy should prove itself on first rank in making of young entrepreneurs. That's why It is very necessary to develop their Internal management skills, viz; Planning based skills, Organization based skills, Budgeting based skills, Direction based skills, Selection or Staffing based skills, cost based skills, Finance based skills, cost based skills, Co-ordination based skills, Motivation based skills, Placement based skills, Marketing and sales based skills etc. If we do so, there will be a definite revolution in the development of new strategy of Industrialization.

### **CONCLUSION:**

Indian economy is a bundle of so many positive and negative destinations. There are many positive things due to which Indian economy is boosting up. But, there are few negative factors due to which there are coming big obstacles, In the development our country. One of the major problem facing by the Indian economy is unskilled population. It is our destiny that, India's only 2% manpowered is skilled. This ratio shows the early requirement of skill based education, skill based training and skill based planning in India.

After completion of 69 years of Independence, India is called as developing country. While other countries viz; Japan, Korea, USA, China, France etc. are known as the developed countries. It is so, because these developed countries are having lot of skilled working force. If India want to make entry in the list of developed countries, it is very necessary to take early and necessary steps of skill development. It needs continuous research, necessary Innovations, various skill based Programs viz; conferences, seminars, workshops etc. If India get success to implement this skill development campaign, then only Indian economy can prove itself as a superpower of 21<sup>st</sup> century.

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