



## A STUDY OF COURSES OF SKILL DEVELOPMENT IN MANAGEMENT EDUCATION

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### ABSTRACT

*In today's changing world regarding industry and the job market, there is now an intense need for skilled workers. Over recent years, the definition of 'skill' in India, and the world in general, has changed.*

*The youth population in India is being added around 28 million every year. More than 50 per cent of its population is below the age of 25 and more than 65 per cent are aged below 35. In 2020, the average age of an Indian will be expectedly 29 years. There are also alternative terms in use, such as competencies, abilities or capabilities, there are some attributes which overlap between all of these and other attributes, such as knowledge, understanding, and aspects of personality. It is the quality of education that decides the quality of human resources of the country. The Indian education system provides various courses and curriculum within courses for skill development of students, specially management students as it in the name, but the curriculum aims only on point grades evaluation not on holistic development of the student. This paper attempts to analyze in brief certain courses available for skills development in management education.*

**Keywords:** *skills development, personality development, credits, concurrent evaluation.*

### INTRODUCTION

Soon, in future India will be facing a serious manpower shortage. The growth of the Indian economy has witnessed in the last decade driven by the growth in the service sector and particularly fueled by industries such as IT Services, ITeS, Retail, Travel, Financial Services and Hospitality which is now been threatened because the growth of India's talent pool and effectiveness has been seriously constrained due to a deepening crisis of soft skills. As year by year the employee base gets larger, the number of new hires required to sustain this growth rate has increased sharply, further worsening the situation. Skill development acts as a tool which empowers an individual to work more efficiently and improves the overall

effectiveness. Through the existence of more skilled human potential, the economy becomes more productive, innovative and competitive. Increasing pace of technological changes and globalization provide both challenges and growing opportunities for job creation and economic expansion. Countries with higher and better levels of skills adjust more effectively to the opportunities and challenges of globalization.

## Objectives of the study

1. To study the techniques available under management education system in India for skill development.
2. To give a brief analysis about the above technique in light of management education.

## Definition of skill development

*It is a process of identifying your skill gaps and developing and honing them. It is important because your skills determine your ability to execute your plans with success. In goal achievement, your skills are your tools.*

## Research purpose

This research which focused on the management education scenario in Pune is based on secondary data available in books, websites and journals.

In a recently organized CII event in Kolkata, President Pranab Mukherjee said that "We often boast about India's demographic dividend. But the question that arises is what we do with this if we cannot skill them, if we cannot educate them and cannot enhance their employability." India Today spoke to experts to create the future ideal employees in the 21<sup>st</sup> century on the importance of skill development from a young age and how it should evolve according to the student's age. They also explained the differences in skill training in international countries and India and options a student can vouch for if they haven't been skill-trained.

The existing economic environment is highly competitive and hence strives for sustainability. One of the key factors, a quality human capital is towards the economic sustainability. Without compromising the ability to meet their own needs there is a requirement of a good and quality human resource who can develop this present need of environment. Current business world require people who can face the modern world challenges and can provide the initial amount and direction to the business towards excellence. Today's business need good managers and industry leaders who can give best results through their leadership skills, research skills, communication skills, analytical skills, teamwork skills, management skills, managerial soft skills and achievement oriented personality. Personality plays important role in the growth and success of a person. As personality is a combination of inner psychological

characteristics like attitude , emotions, mindset and thinking which finds and reflect how a person responds to his/her environment therefore it is a corporeal characteristics and makes every human different and unique. Since personality is developed right from childhood but has to be a continuous process which keeps on improving through the entire life of a human. The importance of soft skills is increasingly being recognized in many areas of today's highly competitive market place. Research in many sectors such as engineering, information technology ,sales and marketing and law, has shown that to be successful in the workplace, knowledge alone is not enough. Soft skills are needed to deal with the outside world and to work in a mutual manner with one's colleagues.

The purpose of the study is to brief under management education system in India the techniques of skill development and to give a brief analysis about them.

## **Curriculum Framework of Management Education**

Management education plays a vital role in the personality enhancement and assures that the student get an opportunity to meet the corporate challenges and refine their inner self skills for developing modern outlook and a global mindset. The focus is on developing a wide range of managerial knowledge and abilities. More emphasis is given to the performance of the student on the job which requires a set of skills that should match the job. In addition to subject-specific job, students are required to hone their communication skills and team building. Management colleges, follow skill based, industry and job like real-life case studies, role-plays, team projects, , personality development workshops, concurrent evaluation, discussions audio-visual clippings and field project works which enrich skills and knowledge of the students to furnish the demand of the professional world. Students also have various industrial visits to have a true learning of the real corporate world. The University organizes various academic seminars, colloquium, workshops and symposium in the field of marketing, finance and human resource, information technology, manufacturing which gives an opportunity to interact with renowned personalities from academia and industry.

The University of Pune offers certain management courses, to name a few are MBA (Masters in Business Administration), MBA-IT (Masters in Business Administration in Information Technology), and MBA-HRD (Masters in Business Administration in Human Resource Development). The University follows credit pattern for evaluation of the students. The credit pattern is based on concurrent evaluation. Recently the University has started with skills development programme in the curriculum of these courses. These include skill based, industry and job oriented pedagogical methods like real-life case studies, role-plays, team projects, discussions, personality development workshops, audio-visual clippings and field project works.

The objective of these programs is

- To understand the dynamics and exciting environment of Human resource management and complex decision that all managers must make when managing employees
- To facilitate learning modern concepts, techniques and practices in the management of human resource to enhance the effectiveness.
- To impart know-how which will be applied further in the fields of HR by using skills and competencies to conceptual, managerial and operational functions?
- To provide to the country a steady stream of competent young men and women with the necessary knowledge, skills and foundations for acquiring a wide range of rewarding

### **Analysis of the above programs**

The following are certain observations for the skill based programme included in the management courses

### **Positive aspects**

- It has been observed that the Pune University which follows credit pattern for these management courses, the faculty members are conducting the skill based programmes for the students.
- The students attend the different pedagogical methods of skill based programmes, such as Information security/ Cyber security, Soft skills, CSR, , Human Rights.
- The students are also groomed well in the skill based programme inside classrooms
- The students are evaluated and they get grades for the same which is through theory.
- The students gain on training knowledge from this programme, there is a positive change in their personality.
- Their communication skills also improve, they become aware of the responsibilities towards the society, and also get briefed up with certain basic laws in Human rights.

### **Negative aspect**

- It has been found that students overall evaluation and final grades in this course does not include the points evaluated based on these skill based programme.
- The seriousness of these courses are further unprovoked when students lose interest as a matter of passing grades only.
- Though being an important aspect of the management curriculum these courses still witness a back as the education system focuses more on theoretical knowledge of



subject domain without focusing on its allied facets like Personality development, skill enhancement, intellectual and emotional intelligence.

## Conclusion

It is the quality of education that decides the value of human resources of the country. Government, industry leaders are constantly from time to time starting new skill development initiatives but somehow it is not developing the students in the required corporate world. Stakeholders have realized that none of them can work in seclusion. They will need to work together as the risk involved is huge. Mandatory Monitoring on a continuous basis and Quality Certifications should be in place which will ensure high standards training programs with prime focus on enhancing their skills. With reference to management education, the above courses are fruitful but desired outcome cannot be achieved. Because of the negative points mentioned in the paper. The future managers of India need certain skills outsmarting them in comparison to the globe in every aspects of the management. Hence any University along with the corporate personnel collaboratively should design a curriculum focusing on current government initiatives like Skill India, Startup India and Digital India

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