



# EMPLOYMENT OPPORTUNITIES AND SKILL DEVELOPMENT IN INDIA

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## Abstract

charge manage is of most importance in every industrial company problem, the negligence of an amazing manner to have an impact at the income at any thing in time. In controlling costs, wastage is eliminated inside the route of the direction of manufacturing and even within the path of the executive, promoting and distribution sports. An superb machine of fee manage starts offevolved with the behaviour of employees within the organisation as personnel are instrumental to the success of organisational goals. In sporting out this studies, rate variety come to be considered due to the fact the simple device for achieving powerful fee manage and the study became targeting West African Portland Cement percent (WAPCO), in which fee manipulate was considered from a strategic perspective. Pearson correlation model emerge as utilized in analysing the records and the hypotheses examined showed first rate effect of rate manipulate at the industries' profitability.

## Keywords

*Price, manage, profitability, control, price range, manufacturing, sales.*

## Introduction:

Since many years, skill development has been used to propel the economy into a high-growth era, owing to the country's shifting demographic makeup. Over time, India has developed into a powerful economy, and it now holds the best position in terms of "Demographic Dividend." It explains why India has the world's youngest workforce, with a median age of 25, far lower than China and other OECD countries. It must, however, capitalise on opportunities that will act as growth drivers. It is believed that large-scale opportunities and infrastructure must be created across the country to meet the demand for skilled workers by industry and the service sector in order to keep the economy thriving. As a result, in order to reap the benefits, As a result, in order to take advantage of the youth demographics, the Indian government launched a National Policy on skill development in 2009, with the goal of skilling, reskilling, and upskilling 500 million workers



In India, young job seekers account for 52 percent of the total unemployed. The government's Youth Policy describes what the government will do to help young people.

### **Indian professionals confident about future opportunities:**

According to a survey released on Monday, Indian professionals are optimistic about their long-term employment prospects, but are concerned about job availability, corporate financial health, and the impact on income and personal savings in the short term. With a composite score of (+) 53 for the week of April 1-7, LinkedIn's inaugural Workforce Confidence Index in India reflects cautious optimism about the future.

According to the study, nearly half of Indian professionals expect they will improve their financial situation in the next six months, and three out of five feel they will advance their careers in the next year. Indians are also hopeful about long-term economic stability, with 72 percent of professionals believing their companies will recover in the next two years, according to studies.

According to the survey, although 42% of Indian professionals want to spend more time looking for work in the next two weeks, 64% plan to focus more on learning. "It's comforting to see a majority of India's workers stay confident about the long-term outlook, and committed in the short-term to upskill, pivot, and adapt," said Ashutosh Gupta, LinkedIn's India Country Manager. We believe that exercise can help you feel better.

### **List of popular career options in India:**

Thousands of openings are advertised in the job opportunities sections of newspapers and on recruitment websites all around India and beyond. There are a few career categories that are more popular than others within the vast range of employment available. What are some of the most popular job openings in the careers section? What are the most in-demand jobs? Here's a basic overview.

#### **Careers in Finance**

If the affluent and famous people in Hollywood aren't businessmen, they're probably investment bankers, traders, asset/portfolio managers, and financial analysts. Corporate finance, project finance, insurance management, and typical (retail) banking jobs may not be as glamorous, but they come with their own set of benefits. While Wall Street may appear to be the financial hub, there are plenty of high-paying finance positions accessible all over the world.

#### **Careers in Technology**

They predicted that the nerds would inherit the world. While the prophecy hasn't come true yet, technological wizards are certainly in charge of how people and businesses operate on the planet. Whether you're a software tester, a project manager, or an application programmer, You have a lot of power over technology items, and it can have a tremendous impact on those around you.

#### **Careers in Marketing**

Because you've never tried, you might not be able to sell ice to an eskimo. Marketing jobs in sales, marketing strategy, pricing, and advertising may be suitable for you if a traditional desk job isn't your cup of tea.

## Careers in Operations

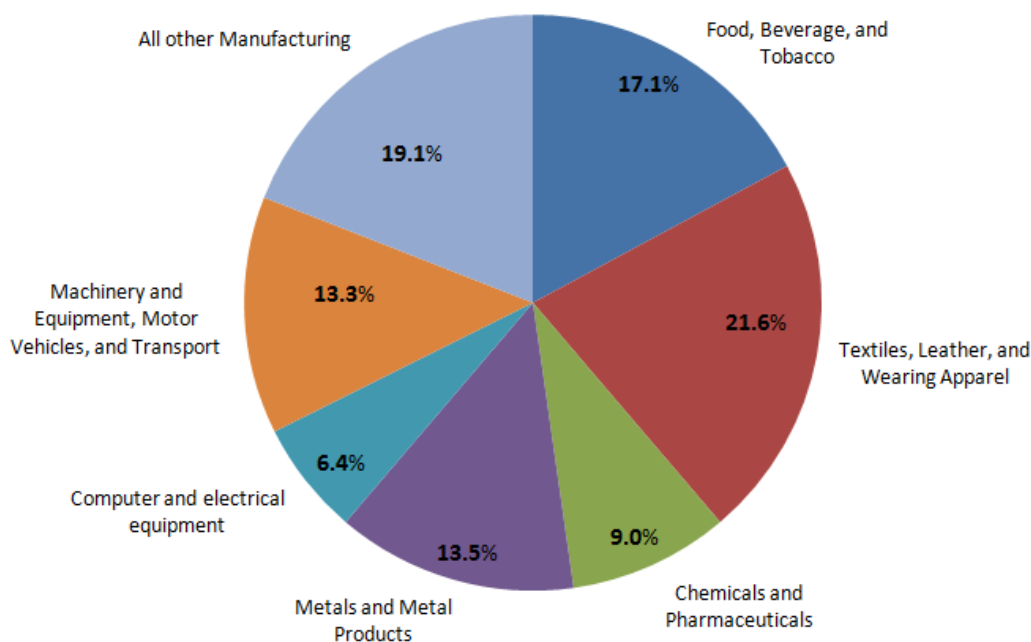
The final product or service offered by the organisation is what the consumer sees. The enormous effort that goes into creating/manufacturing it is hidden behind the scenes. There's Typically, an army of workers, operations managers, and quality control specialists work to ensure a good client experience.

## Careers in Human Resources (HR)

Despite all of the automation that we see around us, it is still the not-so-lowly employee that makes the decisions. It will be a long time before machines take over from humans. As a result, HR experts will have plenty of work. Recruitment, salary structuring, training, and a variety of other human resource management positions are all possibilities.

## Employment in India:

In India, labour refers to employment in the country's economy. India had over 501 million workers in 2020, making it the world's second-largest economy after China. Textiles, leather and wearing apparel 21.6 per cent, all other manufacturing 19.1 per cent, food, beverage and tobacco 17.1 per cent 13.5 metals and metal product, 13.3 per cent machinery and equipment, motor vehicles and transport, 9 per cent chemicals and pharmaceuticals and remaining 6.4 per cent computer and electrical equipment.



## FUTURE CHALLENGES AND RECOMMENDATIONS

In India, there is a significant demand and supply discrepancy. Around 90% of the occupations are "skill based," which necessitates the completion of vocational training. The ratio of vocational students to 15-24 year olds is 0.3 percent, which is a small proportion. It is estimated that around 75 to 90 percent of all new jobs will require some form of vocational training. In 2009, India passed a National Skill Development Policy. Its goal is to guide all stakeholders' skill development strategies and efforts. It has set a lofty goal of training 500 million people by 2022. At the state level, the NSDC has made some headway in skill formation in the massive unorganised sector. India's main problem is to enjoy the benefits of its investments.



India's biggest issue is to capitalise on its demographic advantage, which necessitates continuous upskilling and reskilling of almost 40% of the population in the 30-59 age ranges in order to retain their employment levels. All approaches to skill development at the state and district levels should have been followed for this. The total job participation rate in India improved between 2001 and 2011 (Census 2011), according to a study. At the state level, it was discovered that Bihar, Uttar Pradesh, Chattisgarh, Jharkhand, and Madhya Pradesh have the highest labour force numbers in comparison to the lowest levels of education and skill development. Chattisgarh has emerged as the best-performing state among them.

Chattisgarh has risen to the top of the list in terms of labour participation rate, while Uttar Pradesh ranks last, followed by Bihar. The target for skill development for the 12 Public Private Partnership model has also been supported in the skill development for accomplishing the objectives and goals of the National Skill Development Mission in Uttar Pradesh, which is the country's most populous state. Currently, the private sector participates as a training partner in NSDC-funded schemes run by various Ministries/Departments (10,000 vocational Training Providers) or institutions (211), or as a member of Sector Skill Councils (SSCs) that provide training through various institutions and courses. The private sector has also helped to update current ITIs by providing vocational training.

## MAJOR CHALLENGES

- To harmonise skilling, the State Skill Development Missions (SSDMs) should be strengthened. Efforts and to strengthen the state's capacity level. This could be accomplished through the use of interconnections. Through collaboration with the industry, training providers, and Skill At the time of policy formulation, there are councils. level of implementation
- To look into the business sector's involvement in skill development. improvement in curriculum design, apprenticeship training, and certification financing.
- Training facilities should be provided by the states. also for the district, as well as isolated and steep locations every eligible adolescent through a variety of audio/video formats. As well as through the media, street plays are used.
- Access to finance that is faster, easier, and less expensive. Financial institutions must strengthen their skills. to be guaranteed

## RECOMMENDATIONS

- There is also a need for collaboration between several Central ministries and other training providers in order to avoid duplication of effort and maximise resource usage.
- Make recommendations for career counselling and post-training placement tracking.
- It is critical to ensure that finances are available to create jobs in the Skill Missions. Aside from that, financial institutions must ensure that finance for skill development is available faster, easier, and at a lower cost.
- Skill development activities have not yet concentrated on improving skills among young in the face of natural calamities such as earthquakes and floods, which occur on a regular basis in various sections of the country. The development of skilled labour that can be efficiently utilised by the state is critical.

- Prioritizing vocational training should be a major priority. It should be considered as a separate industry, with efforts made to attract private investment.

## CONCLUSION

One of the most pressing issues we face today is the training of adolescents and the creation of effective career opportunities. Because it gives acceptable work possibilities to the expanding young population, skill development is crucial for attaining quicker, more sustainable, and equitable growth. The Indian economy has undergone a structural transformation, with secondary and tertiary industries contributing more to GDP, and the demographic dividend has consequences for skill development strategies. However, the demographic dividend is not available everywhere in the country. It is evident from the fact that the dependency ratios in Uttar Pradesh and Bihar (Northern States) are lower at 1.05 and 1.08, respectively, than the dependency ratios in Tamil Nadu and Kerala (Southern States), which are lower than the national average at 1.74 and 1.79, respectively.

India would be able to meet the demand for technically trained labour not only for its own rising economy, but also for the world's ageing advanced economies. However, realising the full potential of the demographic dividend requires the creation of enough employment opportunities and the upgrading of skills of both existing and new workers.

There is a pressing need to produce a high-quality skilled workforce/entrepreneur that is appropriate to current and developing labour market demands. This would help contribute to the massive goal of skilling 500 million people by 2022. And ensure that availability of large pool of skilled manpower may in itself create a virtuous cycle for more investment and thereby higher growth in the economy.

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