

A STUDY ON EMPLOYEES SKILLS AND TRAINING ECOSYSTEM PREVAILING IN BANGALORE: AN EXPLORATORY STUDY

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Abstract—The objective of this paper is to understand the skills and training ecosystem which are acquired by the employees are satisfying the organization in prevailing in the Bangalore. The relationship between the employees and their employer should smooth and discipline to carry forward the mission and vision. The organization is following a proper structure for delivering the value to their employees with the help of training and development. Also, ready to adopt the changes taking place in present and future scenarios by keeping in mind the goals organization. The data has been collected with the primary method from few organization employees. This also states how the employees got affected due to Covid-19 and lockdown in the cities. The research helps compare the gap between the employees who are working in the organization by setting their standard performance with the actual performance has been focused with the help of the finding, conclusion, and suggestions.

Keywords—Development, Eco System, Mission, Skills, Training.

INTRODUCTION

Skill development is vital for economic process and social development. The demotableic transition of Republic of India makes it imperative to confirm employment opportunities for over twelve million youths coming into operating age annually. To change employment prepared force within the future, the youth have to be compelled to be equipped with necessary skills and education. The country presently faces a twin challenge of severe scarcity of highly trained, quality labour, similarly as non-employability of enormous sections of the educated force that possess very little or no job skills. The ability development system in Republic of India is inclined towards a proper education system with restricted vocational education. whereas the vocational education is in a very dismal state each qualitatively and quantitatively, the upper education system itself is grappling with problems involving scale and quality. There is a disconnect between the formal education system and work necessities, change of integrity the challenges involving the ability gap. A joint action is therefore needed on the provision aspect to confirm sustained employability of the Indian youth. in depth efforts to ability the force is needed, each in amount and quality. reworking the ability development system and creating it attentive to desires of each business and voters needs a climbable, economical, and comprehensive vocational education system to satisfy future necessities. there is a desire to assess the standard approach of ability development delivery in Republic of India in lightweight of the sure-fire models and best practices in different economies.

The learnings are imbibed, and custom adopted to handle the ability development challenges of Republic of India. this is often one amongst the key objectives of the study bestowed. we tend to gift an outline of the ability development system in Republic of India encompassing the broad policy and structural framework that governs the skill development activities within the country. we tend to assess the ability would like and gap by understanding the demand and provide situation involving skill development in Republic of India.

LITERATURE

1. SKILLS IN CONTEXT: A GUIDE TO THE SKILL ECOSYSTEM APPROACH TO WORKFORCE DEVELOPMENT

Author: Windsor, Kim; Alcorso, Caroline.

This guide has been prepared to provide an overview of the skill ecosystem approach in theory and practice. It is designed

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for use by government education authorities that may be interested in further developing this approach as well as for industry and regional organisations considering whether the skill ecosystem model of workforce development might be a useful one for them to pursue. The first part introduces the skill ecosystem concept and discusses the skill ecosystem approach to workforce development. The second part draws on the experience of the New South Wales Department of Education and Training in managing skill ecosystem projects.

2. SKILL ECOSYSTEM NATIONAL PROJECT: MID-TERM EVALUATION REPORT

Author: Windsor, Kim.

This report describes the skill ecosystem national project and identifies some lessons gained from it so far. Skill ecosystem is an emerging concept that offers new insights into the challenges of responding to skill shortages and aligning skill supply and skill demand. The skill ecosystem demonstration projects managed by the New South Wales Department of Education and Training supported diverse approaches to defining and developing these interventions. The report constitutes a formative, or developmental, evaluation of the national project, designed to assist in consolidating and strengthening the skill ecosystem approach in the future. It does not contain individual project evaluations but is an analysis of collective project experiences to identify the benefits of the skill ecosystem approach and how to overcome design and implementation challenges that first phase projects experience.

NEED OF THE STUDY

To analyse the skill sets education and experience of the existing employees in the industries in Bangalore. Identify the gaps between the performance and the existing workings and to instil efficiency and enhance productivity and optimization of the resources. To increase the contribution per employee, fill the gaps through gap analysis, create training and skills upgrading infrastructure and to strengthen the Knowledge Transfer and Learning & Development.

OBJECTIVES OF THE STUDY

- To analyze employees training and development system.
- To analyze whether the employees skills training ecosystem fulfils the industries requirements.
- To examine existence of cordial joint Labour-Management training partnership.

SCOPE OF THE STUDY

- To meet the challenge of skilling with speed and quality standards.
- To increase the capacity and capability of the existing system to ensure equitable access.
- To foster excellence in training centres, building effectiveness in delivering competency-based training, and to enable trainees.

SAMPLING

Convenience sampling (also known as availability sampling) is a specific type of non-probability sampling method that relies on data collection from population members who are conveniently available to participate in study.

TOOLS FOR DATA COLLECTION

Questionnaires, observations, focus groups and interviews are among some of the most used techniques.

PLAN OF ANALYSIS

A data analysis plan is a detailed proposal that structures a project work, states the objectives of the project, identifies the needed data sources, and describes the methodology of conducting the study. Qualitative data will be gathered through interaction and discussions with the executives working. Some important information will be gathered through couple of unstructured interviews of Executive Annual reports and other magazines published and will be used for collecting the required information. Direct Observation and Interview Method stating the objectives of the project, identifies the needed data sources, and describes the methodology of conducting the study. Subsequently, the same will be tabulated, converted into Bar and Pie Charts to data mine and analyse the facts of the research. Quantitative Data Analysis will be carried out through statistical Tools and will be as follows: -

- Tables,
- Average and Percentage,
- Tables,
- Statistical techniques,
- Pie charts.

DATA ANALYSIS AND INTERPRETATION

Analysis

The data has been collected using convenience sampling of 100% with 100 respondents from industries of Bangalore.

TABLE 1: GENDER

<i>Gender</i>	<i>Percentage</i>
Male	51
Female	49

Interpretation

The above table indicates that the numbers of male respondents are more compare to female respondents. Out of 100% that is 100 the total respondents the number of male respondents 51% that is 52 members which is comparatively more than the total respondents of female respondents 49% that is 50 members. It can be derived comfortably that gender break up is almost equal between male and females.

TABLE 2: AGE

<i>Age</i>	<i>Percentage</i>
20-29	64.7
30-39	15.7
40-49	11.8
50 above	7.8

Interpretation

The above table indicates that the age group between 20-29 respondents are more compare to other age group that is 30-39, 40-49 and 50 above. Out of 100% that is 100 respondents the total respondents between the age group 20-29 is 66 members, 30-39 is 16 members, 40-49 is 12 members and 50 above is 8 members. It is emphasized that majority of the respondents age is between 20 – 29 years.

TABLE 3: EDUCATION

<i>Education</i>	<i>Percentage</i>
SSLC	11.8
Degree	44.1
ITI	20.6
Others	23.5

Interpretation

The above table indicates that the education qualification of degree is more compare to other education qualification. Out of 100% that is 100 respondents the total number of SSLC is 11.8% with 12 members, degree is 44.1% with 45

members, ITI is 20.6% with 21 members and others qualifications is 23.5% with 22 members. It can be derived comfortably majority of the respondents are graduates.

TABLE 4: DESIGNATION

<i>Designation</i>	<i>Percentage</i>
Supervisor	44
Worker	56

Interpretation

The above table indicates that is cluster column indicates that the numbers of worker respondents are more compare to supervisor respondents. Out of 100% that is 100 the total respondents the number of worker respondents 44% that is 44 members which is comparatively more then the total respondents of supervisor respondents 56% that is 56 members. It can be emphasized that more than half of the respondents are workers and the remaining of them are supervisors.

TABLE 5: HAS ANY TRAINING BEEN GIVEN BEFORE FOR UPGRADING THE SKILLS FOR HANDLING OF THE MACHINERY?

<i>Opinion</i>	<i>Percentage</i>
Yes	73.5
No	26.5

Interpretation

The above table indicates that “Any training been given before for upgrading the skills for handling of the machinery” the respondents agreeing (YES) to the statement is more compare to the respondents disagreeing (NO). Out of 100% that is 100 the total respondents the number of agreed (YES) respondents 73.5% that is 75 members which is comparatively more than the total respondents of disagreed (NO) respondents 26.5% that is 27 members. It can be emphasized that majority of the respondents are given training for upgrading their skills.

TABLE 6: RATING

<i>Ratin</i>	<i>Satisfactory</i>	<i>Good</i>	<i>Excellent</i>
Handling of machinery	34	54	14
Accuracy of working	24	58	20
Time for processing	30	55	17
Quality of the goods	23	54	25

Interpretation

The above table indicates that the rating for the efficacy of work as been rated on the bases of their company that is handling of machinery, accuracy of the work, time for processing and quality of the goods. Out of 100% that is 100 respondents have been satisfied with the accuracy of the work in the company. It can be confidently derived that ratings have considerably increased on handling machineries, accurate working, reduction of processing time and resulting in the quality good manufactured by the employees when imparted good training.

TABLE 7: DO YOU THINK THERE IS ANY NEED OF EXTRA TRAINING?

<i>Opinion</i>	<i>Percentage</i>
Yes	70.3
No	29.7

Interpretation

The above table indicates that “Do you think there is any need of extra training” the respondents agreeing (YES) to the statement is more compare to the respondents disagreeing (NO). Out of 100% that is 100 the total respondents the number of agreed (YES) respondents 70.3% that is 72 members which is comparatively more than the total respondents of disagreed (NO) respondents 29.7% that is 30 members. Majority of the respondents prefer extra training in their jobs.

TABLE 8: HOW KNOWLEDGE MANAGEMENT NEED IDENTIFICATION?

	<i>Percentage</i>
When a person is promoted & new skills are to be acquired.	63.7
When employee is not performing well.	60.8
Changes in job content.	52.9
Individual employee development.	59.8
Technological upgradation.	56.9

Interpretation

The above table indicates that “How knowledge management need identifies” the rating for the when a person is promoted and new skills are to be acquired is 63.7% with 65 more compare to when employee are not performing well is 60.8% with 62, changes in job content is 52.9% with 54, individual development is 59.8% with 61 and technological upgradation is 56.9% with 58 members. It can be emphasized knowledge management need identification has to be made for employees.

TABLE 9: IN WHICH OF THE FOLLOWING METHOD DO YOU FEEL THE KNOWLEDGE MANAGEMENT IS BEING PROVIDED IN THE COMPANY?

	<i>Percentage</i>
On the job	69.6
Game and role play	57.8
Audio visuals and film shows	54.9
Simulated work setting	62.7
Case study analysis	53.9

Interpretation

The above table indicates that “the knowledge management is being provided in the company” all are essential. Out of 100% that is 100 respondents stated that all are important. But on the job is more compare to game & role play, audio visuals & film shows, simulating work setting and case study analysis. It can be derived comfortably that most of the companies provide on the job training.

TABLE 10: WHICH OF THE FOLLOWING BENEFITS DO YOU ACQUIRE FROM KNOWLEDGE MANAGEMENT?

	<i>Percentage</i>
Upgradation of knowledge management.	77.5
Help to develop leadership skills down the line.	61.8
HR competencies are developed in human skills.	58.8
Help in implementing creating idea.	53.9

Interpretation

The above table indicates that all the benefits can be acquired from the knowledge management that is upgradation of knowledge management, help to develop leadership skills down the line, HR competencies are developed in human skills

and help in implementing creating idea response collected from 100 respondents. It can be derived comfortably that the employees are benefit with up-gradation of knowledge management.

TABLE 11: DO YOU THINK KNOWLEDGE MANAGEMENT PROGRAM HAS IMPROVED YOUR PERFORMANCE LEVEL?

	<i>Percentage</i>
Yes	82.4
No	17.6

Interpretation

The above table indicates that “Do you think knowledge management program has improved your performance level” the respondents agreeing (YES) to the statement is more compare to the respondents disagreeing (NO). Out of 100% that is 100 the total respondents the number of agreed (YES) respondents 82.4% that is 84 members which is more than the total respondents of disagreed (NO) respondents 17.6% that is 18 members. It can be derived comfortably that knowledge management of employees are improved.

TABLE 12: IF YES, WHICH OF THE FOLLOWING SKILLS HAVE DEVELOPED?

	<i>Percentage</i>
Corporate behavior “interpersonal change”.	77.5
Personal skills “attitude”.	58.8
Self-confidence “knowledge about the job”.	60.8

Interpretation

The above table indicates the which has to be developed is self confidence knowledge about the job compare to personal skills and corporate behaviour. Out of 100% that is 100 respondents stated that corporate behaviour and personal skills are important 62 and 60 members but self confidence is main essential 79 members responded.

It can be derived comfortably that employee’s confidence and skills about the job is improved.

TABLE 13: TO WHAT EXTENT PERFORMANCE LEVEL HAS IMPROVED?

<i>Performance Level</i>	<i>Percentage</i>
To Great Extent	25.5
Moderate Extent	58.8
Small Extent	15.7

Interpretation

The above table indicates that the extended performance level as been improved to the moderate extent. Out of 100% that is 100 respondents only the 60 (58.8%) members stated that performance level as improved to moderate extent.

It can be derived comfortably that employee’s performance had improved moderately.

TABLE 14: YOUR OPINION ABOUT THE EVALUATION METHOD ADOPTED FOR KNOWLEDGE MANAGEMENT?

	<i>Percentage</i>
Highly Satisfied	27.5
Satisfied	52
Neural	15.7
Not Satisfied	4.8

Interpretation

The above table indicates that the adoption of elevation method in knowledge management is satisfied. Out of 100% that is 100 respondents 52% that is 53 members response is satisfied. It can be derived comfortably employees are satisfied with adoption of evaluation method under the knowledge Management.

FINDINGS

It can be derived comfortably that gender break up is almost equal between male and females. It is emphasized that majority of the respondents age is between 20 – 29 years. It can be derived comfortably majority of the respondents are graduates. It can be emphasized that more than half of the respondents are workers and the remaining of them are supervisors. It can be emphasized that majority of the respondents are given training for upgrading their skills. It can be confidently derived that ratings have considerably increased on handling machineries, accurate working, reduction of processing time and resulting in the quality good manufactured by the employees when imparted good training. Majority of the respondents prefer extra training in their jobs. It can be emphasized knowledge management need identification has to be made for employees. It can be derived comfortably that most of the companies provide on the job training. It can be derived comfortably that the employees are benefit with up-gradation of knowledge management. It can be derived comfortably that knowledge management of employees are improved. It can be derived comfortably that employee's confidence and skills about the job is improved. It can be derived comfortably that employee's performance had improved moderately. It can be derived comfortably employees are satisfied with adoption of evaluation method under the knowledge Management.

CONCLUSION

In Bangalore, many numbers of industries such as MNCs, private, public and corporate industries are available where every individual is working as an employee or employer in the organization. This is to identify gap between the individual performance whether the company is getting back the work for which they have been trained the individual. Also, the individual who has been working in the company is satisfied from the work which they are performing in the company. And the individual education is satisfied by the work now they are working. The company is had provided training and development program by which the individual becomes the employee or employer of the company. Whether, they are loyal to their work and adopting to the changes of the company where they are working in the company. The company is functioning smoothly and updating to the day to day changes which as to be adopted.

Because of recent COVID attack and lockdowns several firms are been closed and that they adopted work from home culture wherever staff are engaging from their home at their convent time. however public sectors firms are operating in their workplace at traditional time So, staff from the various firms are versatile enough to figure and adopt it to the changes within the company. once COVID attack the situation of industries progressing to be modification. The enhancements, edges of information management and performance level of the operating can also modification. the duty opportunities for the individual could increase or decrease once the COVID.

SUGGESTIONS

- Supervisors and Managers to be trained in interaction and engagement with their subordinates and employees
- Knowledge Management to be imparted among all the sections of the work force
- Skill Enhancement and career planning to be linked
- Trained and semi-trained employees to be categorized
- Encouragement for expert employees to be recognized and rewarded
- Training Department and Manager to be made compulsory in all the industries irrespective of the size and turnover
- Training facilities and infrastructure to be provided
- Outsourced or external professionals to be utilized for imparting training.

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