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## A Study about Skill, Scale, and Speed in India

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### ABSTRACT

*With the combination of these three words skill, scale and speed a lot of development can be achieved. A developing country can attain the developed position. As in present scenario, India is also heading toward attaining this objective.*

*For any country like India where we are looking for development, the first thing we need is "skill" and education and human capital would be the only way for India to really benefit from the fact that "65% of the population is under the age of 35". The demographic dividend depended on skill development. India today is struggling to educate its people even though it had historically been an exporter of teachers to the rest of the world.*

*Then comes "scale" by scale, we mean the need for India to "think big" and end its tendency to "think very small". We like to think express trains rather than bullet trains. When most people spoke of "infrastructure", they tended to think of physical infrastructure, but it also had to be about handling data. Recently Mr. Modi said developing both "highways and I-ways".*

*To take India on the path of the developed nation "make in India" is a great initiative by Mr. Modi but still, there are challenges that need to be resolved.*

*To become a manufacturing nation, India has to quickly move beyond rhetoric to create a clear strategy and favorable policy environment for manufacturing to take off. A close dialogue and partnership between government and the private sector are critical.*

*And to overcome these challenges India would need to work on "skill, scale, and speed" if it hoped to compete with its northern neighbor.*

**Keywords:** Skill, Scale, Speed.

### 1. INTRODUCTION

People can be your biggest asset or your liability why some individuals, organizations or countries are more successful than others. The success of an organization, individual or country depends on their people. Now the question arises, that how they can be made skilled?

Developing skills means converting a liability into an asset that is if we convert an unskilled person of the society into a skilled person who can contribute to reaching the scale and enhancing the speed of the growth of a country.

Now, what do we mean by skill, a skill in simply terms means the abilities that one is having. Or skill is the learned ability to carry out a task with pre-determined results often within a given period of time, energy or both. It means sometimes a person possesses those abilities and sometimes it acquires those skill through learning.

If we talk about the hierarchy of skills it is as follow:

**Student** – acquiring basic knowledge

**Apprentice**- motivational use of knowledge

**Specialist**- purposeful use of knowledge

**Expert** – creative use of skills to resolve problems

**Craftsman**- creating new knowledge, skills, products, service, and leadership

As every government, experienced professionals and academia are thinking of their educational, social & economic growth. There is a need to provide employability skills to those people who are early school leavers. Existing skills among the people must be tested and certified and new skills to be developed not only for existing jobs but also for the upcoming need of the country. Because if a country utilizes its present to its fullest then sowing the seed for a better future automatically. Skill development will encourage standardization, increase productivity and boost employability among youth.

## **2. TYPES OF SKILLS**

- Hard skill
- Soft skills

Hard skill is about a person's skill set and abilities to perform a certain type of job or activity like typing, reading, knitting, weaving, stitching, etc. they are measurable or technical skills which can be acquired through training.

Soft skills are immeasurable skills or the abilities to deal with others, these personal attributes can enhance a person's interaction, job performance, and career prospects. like personal quality, interpersonal skills, communication skills etc.

If a person possesses any of this skill or can acquire this skill, they can be termed as skilled people. These people can be considered as an asset for their country

## **3. BENEFITS OF HAVING SKILLED MAN FORCE**

- Standardization: Standard of output will enhance with more skillful persons in an organization or in an industry. With minimal capital outlay, a company can easily produce more and compete with a business partner at a worldwide level.
- Increase productivity: with more experts n skillful man force a large number of production is very easy with very fewer defects and finest quality. As a result, the cost of creating, processing, manufacturing will decrease.
- Boost employability: A skilled person can easily acquire a job and easily achieve success in their respective areas.
- Our government especially Modi Sarkar has taken so many initiatives to make the people of India more skillful various organizations are working in this direction.

## **4. ORGANIZATIONS WORKING FOR SKILL DEVELOPMENT**

NSDC national skill Development Corporation was developed with the partnership of public and private company of assembling the skilled landscape in INDIA .the main objective of this organization is to develop skills of international standard, develop necessary framework for standards curriculum and quality assurance .enhance support and coordinate private sector industrial training institutes for skill development. Playing the role of "market maker" by financing, particularly in a sector where the market mechanism is ineffective or missing

## **5. ACHIEVEMENTS**

Over 5.2 million students trained. The vocational training introduced in 10 states, covering 2400+ schools, over 2.5 lakh students, curriculum based on national occupational standards ,NSDC is working with 21 universities , community colleges under UGC/AICTE.

## **6. INDUSTRIAL TRAINING INSTITUTE**

Industrial Training Institute and industrial training centers are training institutes or can be called a junior polytechnic .institutes which provide training in technical field and constituted under directorate general of employment and training ministry of labor and employment, union government of India the objective is to provide technical manpower to industries .these persons are trained in basic skills to do jobs of operator or craftsman.

## **7. MINISTRY OF SKILL DEVELOPMENT AND ENTERPENURSHIP**

This organization is working for co-ordination of skill development efforts across the country, removing the gap between demand and supply of skilled manpower. aim is to skill on a large scale with speed and high standard to achieve its vision of "SKILLED INDIA"

Pradhanmantri KSVY kaushal vikas yojna is the flagship outcome based skill training scheme of the new Ministry Of Skill Development And Entrepreneurship

The purpose of this scheme is to enable and mobilize a large number of Indian youth to take up outcome of based skill training and become employable and earn their subsistence. Under this scheme monetary reward would be provided to trainees, who are successfully trained and certified in skill course.

## **8. SKILL DEVELOPMENT IN INDUSTRIAL TRAINING INITIATIVE SCHEME**

Skill development in industrial training initiative scheme training is provided by various vocational training provider .vocational training provider plays an important role in providing training to school leavers, existing workers, and Industrial Training Institute graduates to improve their employability

## **9. WOMEN TRAINING INSTITUTE**

Out of 1.31 billion which is the current population of the country as on Feb. 11, 2016,635 million are females in INDIA so there growth and development is also very important for overall development that's why Women training institute is offering skill training programmers for women .the objective of these institutes is to provide schemes and plans for women participation in vocational and apprenticeship training programmers.

Till now most of our skilled person was working for small-scale development, but as Mr.modi has also said that "As the days for slow working has gone and we have to think of a bigger scale, develop skill and execute with speed".

The government, as well as the individual, want the growth of the country from small scale to high scale with a fast speed, that is possible only if then efforts will be made in an integrated manner. As our government is making various plans to accelerate the speed of growth.

In today's competitive environment one should think of a larger scale, large-scale development is a process of rapidly transforming urban built environment which is necessary for future growth and employment must be made in a throughout manner. large scale development helps in expansion of industry and the more industries will produce more goods and can give birth to many other small industries assume when the production of steel increases, many other industries develop supplementary industries contribute to the industrialization of that area.

This challenge can be met when manufacturing expands at high rate .time is an important factor which must be considered while thinking of large-scale development .so to complete the projects made by the government and to deliver quality products with the correct requirement within scheduled time .plans should be made, actions must be performed by skilled people and executed with speed.

## **10. DOES INDIA HAVE WHAT IT NEED TO BE SUCCESSFUL?**

Various programmes are working in India for speedy growth of small, medium and large-scale enterprises

As India retracing the high growth the Micro, Small and Medium enterprise sector is playing a vital role in moving the growth engine.

Micro, Small and Medium enterprise-the ministry of Micro, Small and Medium enterprise is now the government is thinking of industrial clusters and smart industrial training institutes.

. The training is imparted through the modality of an organization named as a national institute for micro small and medium enterprise, national small industries corporation ltd. This organization not only provides training by themselves but also through various partner institutions. Micro unit's development and refinance agency bank or mudra bank is a public sector financial institution in India .it provides loans to micro finance institution and nonbanking financing institution which then provides credit to Micro, small and medium enterprise. It was launched by the prime minister on 8 April 2015 .government has decided to provide add industrial training institutional funds to small manufacturing units, shopkeepers, fruit and vegetable vendor, and artisans. The funds will be allocated as 40% to shishu, 35% to kishor and 25% to tarun .

Khadi-khadi and village industries are a statutory body formed by the government of India under act of parliament. this organization is working as an aid under Micro, small and medium enterprise, with regard to khadi and village industries which makes plan ,promote ,facilitate, assist the khadi industries in the rural area, in coordination with other industries engaged in rural development wherever necessary .the main attribute is labor intensive in nature.khadi udyog is beneficial for a labor surplus country like India as it require little or no set up cost or huge capital investment .the product of khadi also sold at international level through exhibition arranged by communities .the main purposes are:

Coir industry is one of the the important cottage industry. Through coir industries products like floor mats, doormats, brushes, and mattresses can be prepared. India had established its first coir factory in Allppey and one James Daarah the process of professionalism and modernization in an unorganized sector. At present coir and its products are exported to more than 80 countries and the us is the single largest market with great share of total export.indian coir industry is second to agriculture to agriculture as a source of employability Indian coir industry is providing employment to more than 1.5 lakh weaver and 4 lakh spinners approximately. Recently national coir research and management institute has been conducting studies for the development of new coir technologies.

Foreign Direct Investment, investment is what which can generate income or profit, gives a financial return in future to a company, organization or to a country. Foreign direct investment is a direct investment made by an individual or a company of another country. It can contribute to international integration by promoting exports; increases productivity, competitiveness and economy of a country can be improved. In this way Foreign Direct Investment is also contributing for the growth of India.

Providing employability to poor in rural area.

Provide salable articles

Helps to build a strong spirit among rural community.

## **11. CONCLUSION**

In India 65% of the total population is 35 or under one survey conducted in 2012 says that population of India is 1.23 billion, out of which 65% of working age ,so when compared with other countries India has a small ratio of dependent people. if INDIA's youth is productively engaged the financial position of country can be improved .the challenge for INDIA is to grow 9 to 10 percent a year over three decades or more to able to create jobs for its young generation

With the contribution of youth of our country and govt. of the country the people of India is transforming from unskilled to semi skilled and skilled man force. Which as a result giving birth to small, medium, and large scale enterprises

With this growth in India the speed is increasing i.e. our speed of growth is increasing and we are able to look forward India as a developed country in near future.

This development is possible with hand in hand movement of skill and scale, both skill and scale will give speed to the growth of the overall economy.

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