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# Changing Nature of Employment and Skill Development with Special Reference to Rajasthan

Dr. Amita Chawadha

Assistant Professor, Department of Sociology, JNVU, Jodhpur, India

**ABSTRACT:** The Skill India Mission, initiated by the Government of India, aims to empower the youth through skill development and employment opportunities. This research proposal focuses on assessing the progress of the Skill India Mission in Rajasthan and proposes strategies for further enhancement. The analysis identifies various positive aspects of the mission, such as the establishment of skill development centers, sector-specific training programs, industry collaborations, and recognition of prior learning. However, it also identifies areas requiring improvement. Recommendations include strengthening infrastructure, developing industry-driven curriculum, fostering more industry partnerships, focusing on rural areas, implementing effective monitoring and evaluation mechanisms, integrating soft skills training, conducting awareness and outreach campaigns, collaborating with educational institutions, promoting entrepreneurship development, and ensuring continuous skill upgradation. Implementing these measures can bolster the effectiveness of the Skill India Mission in Rajasthan, leading to improved skill development outcomes, enhanced employability, and sustainable economic growth.

**KEYWORDS:** skill, development, Rajasthan, employment, mission, changing

## I. INTRODUCTION

Rajasthan Skill and Livelihoods Development Corporation (RSLDC) as a nodal agency for skill development and livelihood activities in the state is fully geared up in its skilling initiatives in a bid to achieve its target of skilling the youth to fit into emerging market scenario by building a skilling system that embraces changing demands of employment market, writes Vivek Ratnakar of Elets News Network (ENN).

Rajendra Prasad Meena, who is from a small village called Tapilya in Sikar district of Rajasthan, could not afford to go to a college due to financial constraints. His father is a daily wage labourer, who struggled hard to make ends meet. But Rajendra was determined to improve the financial situation of his family. "I decided to do something to improve my family's financial and social condition. Coincidentally, Rohitash & Hari Sir from Safeducate Pvt. Ltd., a Skill Development Centre being run under the Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY), Sikar came to my village and explained us about its training programme," says Meena. The decision to join the training programme proved to be life altering experience for him. "After completing the programme, I got selected in FedEx Pvt. Ltd. as an Operations Assistant which helps me earn over Rs 15,000 per month," he says with pride underscoring how he has not only improved his family's financial condition, but also helped him gain respect in the society.[1,2,3]

Rajendra Prasad Meena's story is that of hope and courage; of dreams becoming a reality; and of the rise of Rajasthan on the back of positive social and economic transformation enabled by Rajasthan Skill and Livelihoods Development Corporation (RSLDC).

However, looking at the efficacy of interventions designed by RSLD only in terms of job creation and skill development for individuals would be a folly, for the Corporation's programmes have been successfully churning out entrepreneurs who are critical in helping India's cause of economic growth and development for all. Take for example, the case of Varsha whose father works in a bangle factory as a labourer and earns Rs 7,000 per month, while her mother sells vegetables to support the family. Varsha joined as a Computer Faculty & Centre Coordinator at Karni Computer Centre, Nagaur, after completing her training as a documentation assistant in 2017. She learned how to manage a computer centre and saved some money to start her own computer centre. She took her life's biggest decision to quit her job after one year and laid the foundation of her venture named Tulsi Computer & Emitra. Her sister helped her with a working capital of Rs 50,000, which was loaned by Uco Bank.

Starting her computer training centre in a rented accommodation with six computers, today Varsha has hired another girl at Rs 7,000 per month to support her in the business. Varsha is strengthening her business by reinvesting her earnings, and has emerged as a shining example of what a girl can achieve if given the right direction and support.



There are hundreds of such stories to share from across Rajasthan — thanks to RSLDC which is driving the youth of Rajasthan towards realising their own potential through skilling and making them employable. “Today’s youth are fascinated by government and corporate white collar jobs and shun blue collar jobs. The time has come to acquire new skills and keep an open mind to new approaches in the various job sectors so as to develop and evolve today’s youth. We are living in an ever changing world. Skills that worked in the past may not work in the future. To continue to succeed, reskilling, learning and adapting should become a continuous process,” says Ashok Chandna, Minister of State for Skill, Employment and Entrepreneurship; and Minister of Youth Affairs and Sports (Independent Charge), Government of Rajasthan.

His thoughts sum up the vision with which Rajasthan is moving towards empowering the youth to reap the benefits of demographic dividends India has today. “Rajasthan government’s aim is to create quality and productive employment opportunities for the youth, because it is not just for the economic benefit that youth must be skilled, there are social reasons too. Moreover, India is turning out to be a high growth market – which will generate employment in a big way, and with the ageing world population, young India [4,5,6] has an opportunity to be the global supplier of manpower. The Central Government’s Ministry of Skill Development and Entrepreneurship, too, has projected a total human resource requirement of 103.4 million people between 2017 and 2022,” Chandna adds.

Department of Skills, Employment and Entrepreneurship (DSEE) and RSLDC are leaving no stone unturned to achieve this by way of proper coordination of all skill development efforts across the State, building the vocational and technical training framework, skill up-gradation, building of new skills, and innovative thinking not only for existing jobs but also jobs that are to be created.

Naveen Jain, Secretary, DSEE and Labour Department; and Chairman, RSLDC, says that “the aim is to make Rajasthan the future skill State of the country. We believe ‘skill education’ has the ingredients to change the future of the country”. Recognising the existing skill gaps, he adds that every year hundreds of youth are churned out of the formal education system with only a formal degree to boast of. “They lack the practical know-how — skilling. We need to inculcate learning, knowledge and employability factor in the formal education system. In a scenario of plenty of discussion on the new technologies like Artificial Intelligence (AI) and robotic we should not forget that at the end of the day we will need a qualified person to operate these machines.”

According to a Nasscom report, about 40 percent of India’s total workforce has to be re-skilled over the next five years to cope with the emerging technology trends like AI and machine learning. In view of the paradigm shift happening in skilling space, Rajasthan has been spearheading the efforts to actively implement strategies to address the challenges of unemployment, says Dr Mukta Arora, DGM, RSLDC. “Way back in 2004, recognising the dire need to bridge the gap between demand and supply of skilled manpower and improve employment prospects, Rajasthan became the first state in the country to launch a skill mission with the creation of the Rajasthan Mission on Livelihoods (RMOl).”

In 2015, for an effective integration of various skilling units — Industrial Training Institutes (ITIs), Employment Exchange and RSLDC, — under one umbrella, the Department of Skills, Employment and Entrepreneurship (DSEE) was formed. Rajasthan was also the first State in the country to establish a ‘Government Skill University’.

RSLDC as a nodal agency for skill development and livelihood activities is fully geared up in its skilling initiatives in a bid to achieve its target of skilling the youth to fit into emerging market [7,8,9] scenario by building a skilling system that embraces changing demands of employment market. The efforts put in by RSLDC in promoting skill development have not gone unnoticed. The State has won the ‘Skoch Platinum Award’ for Best State in Skill Development for two consecutive years – 2017 and 2018. Rajasthan also held ASSOCHAM Gold Trophy for Best State in Skilling for three consecutive years – 2015, 2016 & 2017 – and ASSOCHAM Diamond Trophy for Best State in Skilling in 2018.

To leverage the job opportunities arising, RSLDC is also actively engaging with Sector Skills Councils (SSCs), industries, and other stakeholders to improve various aspects of skill development such as improving the quality of training, speeding process of certification and assessment and understanding the emerging job trends.

According to Naveen Jain, in retail sector there are plenty of employment opportunities, as shopping mall are rapidly on the rise in Rajasthan. He also says that other sectors like IT and ITes, and security services are generating lot of opportunities for new talent. Moreover, the e-commerce segment has also created lot of demand for jobs. The way forward, Jain says is the need of private players playing greater role; a robust entity in place to regulate the entire skilling ecosystem; and greater incentives for employers to take skilling to the next level.



“You need to slow down to speed up. You need to build yourself an integrated platform that works when you are not working. Leveraging your knowledge and reducing time spent to do such is the key to success,” he advises.

## II. DISCUSSION

The Rajasthan government has been successful in creating employment for the talented youth of the state, but the jobs are limited and the number of youth is increasing by leaps and bounds. The National Skill Development Corporation has prepared a special report on the lack of skills and need which depicts that by the end of the year 2022, about 12 crore skilled people will be required for 24 prime sectors of the country. According to the statistics of the Central Government, there is a provision of skill training for only 35 lakh people in the country today. On the other hand, every year in China, about 9 crore people are getting trained to be skilled which is a world of difference. To grow exceptionally in this area, we need to make extraordinary growth in making people skillful. On the other hand, the mindset of the parents will also have to be changed that pushes the children into a government job against their will and destroys the skills inside them. The most common cause of unemployment in the youth is lack of skills. Many of the youngsters of this 21st century are waiting to be selected in government jobs regardless of their skills and interest in other sectors. They are full of talent that could be useful [10,11,12] for various different sectors.

Change is the need of the hour. After many years, the education policy has been changed and Rajasthan ensured its role by giving important suggestions in it. The honorable Chief Minister of Rajasthan, Shri Ashok Gehlot is aware of the need of coming times in the state; He started the ‘Yuva Kaushal Yojana’ to ensure skill development of the talented youth of the state. Now the Rajasthan Skill and Livelihood Development Corporation is making efforts for skill development among the youth by giving admission in professional courses related to skill development in addition to basic courses in the government colleges of the state. It’s the way in which India can take full advantage of its demographic dividend or youth population. In comparison with other countries, where the skilled workforce is ranging from 60 to 90 percent, India has a very less percentage to offer. It means only a few people have a strong hold on a particular skill. Therefore, Chief Minister Shri Ashok Gehlot has designed a system in which youth are being given skill training, jobs, or enough knowledge for self-employment.

Youth skill scheme 2.0 has been started in government colleges of the state with this aim. Despite the severe conditions of Corona, this year the scheme will provide 16 skill development courses to about 3000 youth of the state so that youth can get higher education as well as job oriented courses. About 2 hours of online classes every day will be given through this course.

There was a time when the computer course was one of the favorite courses of students and an MBA pass out was considered the best job aspirant. Students used to apply for these types of jobs and courses without giving it a second thought. Every institute was not up to the mark in giving quality education for these fields and as a result, the quality of these courses went down and the people were not able to get jobs. For this, Chief Minister Shri Ashok Gehlot has taken robust steps to bring out the best from the students who are talented in a particular field. This effort of the Chief Minister changed this scenario and people came to know that the course is chosen not by competition but by recognizing the talent inside. RSLDC courses by the government fulfill all the requirements and demands of the time and the current market. These include about 39 courses like Showroom-Customer Relationship Executive, Skills for Life Insurance Agent, Office Management Skills, Executive Sales & Value Added Services, Accounts & Tax Assistant, Stock Market Skills, Hair Styling Beauty Therapy, etc. Apart from this, the State Government has also provided courses like Spoken English and Communication for the youth by removing language and culture related barriers to make the skill scheme more comprehensive. It is surely the result of the wide and forward-thinking of our Chief Minister Shri Ashok Gehlot on employment that the state is prepared to tackle the adverse situations and making the foundation to give the best results in the field of skill development.

## III. RESULTS

HRD is concerned with developing the skill, knowledge and competencies of people and it is people oriented concept. HRD can be applied both for the national level and organizational level. HRD is the most important tool for manpower planning. A comparative analysis of various definitions of HRD shows that the developmental aspects of all the components of human resources is more comprehensive to define HRD HRD deals with all types of skills, the present and future organizational needs and aspect of contribution to not only organizational but also other goals. The analysis shows that there are three aspects, viz. 1. Employees of an organization are helped/motivated; 2. Acquire, develop and mould various aspects of human resources; and 3. Contribute to the organizational, group, individual and social goals. Len Nadler (1970) perhaps for the first time used the term Human Resource Development (HRD). His ideas provided a



conceptual framework, which was further developed unifying the three-fold notion of training, education, and development. HRD provided purpose and direction for the continued growth of the field of organized learning to provide the possibility of performance change. It further identified a core discipline from which a field of study could develop adult learning in the workplace. McLagans (1983, 1989) reflected a shift- taking place in HRD with the assumptions of competency models, focusing on technological change. A narrative definition of HRD emerged from their study consider ‘HRD is the integrated use of training and development, career development, and organization development to improve individual effectiveness. In the 21st century HRD remains an important force for the future. According to McLagan, “HRD may be the only function in a clear position to represent human ethics and morality”. The term education refers to the processes of legitimating, acquisition and use of knowledge by people to enable them to engage in production creatively and efficiently. In a democratic society groups mandate their own legitimating authorities. They decide what knowledge and skills they require in order to produce for their own needs. Educationists formulate strategies for legitimating and acquisition of knowledge. This democratic process prevents conflict, which arises in schools, and tertiary institutions where role-players do not own the process of legitimating the knowledge they are required to obtain and use. Human Resource Development is the frameworks for helping employees develop their personal and organizational skills, knowledge, and abilities. Human Resource Development includes such opportunities as employee training, employee career development, performance management and development, coaching, succession planning, key employee identification, tuition assistance, and organization development. Country wise definition of HRD also changes. Hence we can develop culture specific definitions of HRD. Some of the definitions of HRD in different European countries may be stated as under: France : the term of ‘development social’ is often used as a synonym of HRD; [11,12]Germany : the field corresponding to HRD is marked by a training industry, consultants and personnel specialties; Netherlands : HRD is related to all training and development interventions that are made to create and further develop human expertise within the context of an organization; Russia : HRD is associated with personnel staffing, selection and training, the focus being on managing the employee pool rather than helping individual employees to develop; UK: Key elements of HRD include activities and processes having an impact on organizational and individual learning. Furthermore, there appears to be a difference in both the perception and practice of HRD, with the latter being much more likely to be influenced by their home countries.

The History of Evolution and growth of Personnel Management in India is not very old. The Royal Commission on Labour in 1931 for the first time recommended for the abolition of Jobbers System and appointment of Labour Officers to deal with the recruitment and to settle their grievances. The Factories Act, 1948 statutorily made it obligatory for the industries to appoint Labour Welfare Officers. Today Personnel management function in India encompasses all the professional disciplines like: Welfare, Industrial Relations, Personnel Administration, Human Resource Development (HRD), etc. The general functional areas of Personnel visa-vis HR Professionals can be grouped under five major heads as below: a. Determining and staffing for employing needs, b. Measuring Performance and Developing Employee Potential, c. Preserving effective employee-management relationships, d. Uncovering and resolving employee problems. e. Anticipating and coping with organizational change. The new changes have extended the functional horizon to many. From a legalistic approach it extended to Human Relations, from a mere passive factor of production, employees are now perceived as Human Resources. The functional demand, therefore, encompasses many areas like management by anticipation, more use of work teams by small group activities/quality circles, practicing total quality management culture, etc.

#### IV. CONCLUSION

People are the levers for change; hence HRD initiatives need to track the environmental issues, stretching to the global environment, business being now borderless HRD activities in the context of new technology are also compelling organizations to emulate the best practices. This helps organizations to hone the skills of their available people, focusing on development of various technical and process related skills, to avoid redundancy problem. Talent management is now an important priority. Nurturing and developing talent not only require training and development but also enforce change in organizational culture and practices. Playing effective change agents’ role, corporate leaders now balance the organizations, aligning people, business plan and resources. A sustained performance management, do not allow people to feel alienated from the organization. They partner them with the change process. In India effect of globalization and technological change cascaded into the organizational practices both in nurturing new skills and new processes. This has made Indian organizations competitive in the world and logs and impressive growth rate in the world. With such adjustment, India organizations are likely to leapfrog in competition, benchmarking their human resources with global organizations.[12]



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