

An Analytical Study of the Relationship between Skill Development and Employability in Pune District

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ABSTRACT

Skill development is an ongoing process that continues throughout life. The skill will be developed through the different ways like education, training programmes, experience, expert guidance, working environment, etc. The paper dealt with the impact of skill development on employability; that is, the linkage between skill development and employability. Skills development can lead to individuals starting their own business venture or securing a job. Consequently, cultivate and enhance the skills or abilities that are advantageous for your present job. The marketplace's requirements are changing due to daily technological changes in today's competitive era. The business environment brings about rapid changes in the expectations of employers, employees, customers, owners, and government. The researcher is gathering the respondents' perceptions of skill development and employability, as well as the importance of soft and hard skills in the daily life cycle. All necessary information was collected from respondents through the questionnaire design in Google Forms and necessary recommendations were provided accordingly.

Keywords: Skill Development, Employability, Employment Generation, Training Programmes.

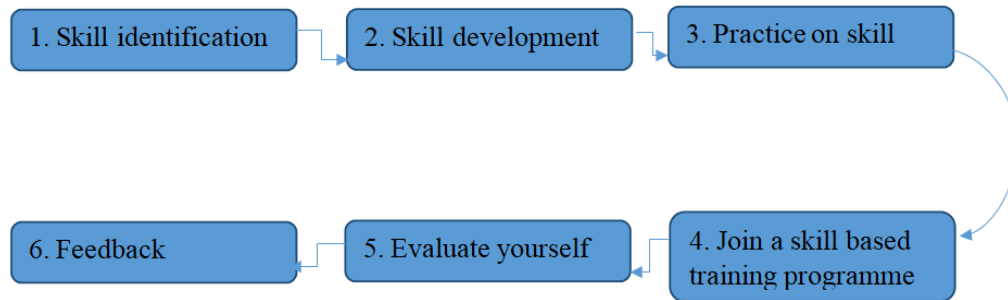
Introduction

Every human being has a specific skill within them; sometimes they are aware of that, but sometimes they are unaware of the same. To develop and enhance the skills is a time-consuming process, but it is possible through education, training programs, discussion with experts, working experience, and so on. These skills play a vital role in career development. Normally, skills are divided into two parts: soft skills and hard skills. Soft skills include communication, problem-solving, teamwork, adaptability, leadership, etc., whereas hard skills refer to technical writing, designing, finance and accounting, data analysis, project management, foreign languages, etc. Hard skills can be measured and defined easily, while soft skills are more difficult to define. Hard skills and soft skills are both important at the workplace, and they are implemented on the basis of current requirements in a proper manner.

In general, soft skills are the interpersonal skills that develop through communication with others and the ability to collaborate effectively, and hard skills are required to perform a specific task effectively; these are developed through the training program and working modules.

The government also realizes the importance of skill development for employability; they take the initiative through national, state, and local governments and non-government organizations and carry out different types of training programs and activities for the students, women, youth, socially disadvantaged groups, educated unemployed, etc.

Process of Skill Development



Graph No.1- Process of skill development

Skill development is a continuous process; it should be needed to update it on the basis of current requirements. The following steps covered the entire process of skill development.

- **Skill Identification**

Skill identification is the first step in the process of skill development. Numerous elements can assist in recognizing their abilities, such as interests, preferences, aversions, work environments, observations from family, and insights from friends.

- **Skill Development**

Once the identification of the skill and the skill development process began, the selection of the development channel depended entirely on the skills of the individuals seeking to improve. In today's era of Artificial Intelligence (AI), numerous tools and techniques are available for skill development.

- **Practice on Skill**

Practice makes a man perfect. Consistent repetition of the same things creates mastery and expertise in a particular field along with the ability to solve the problem and issue effectively in a competent manner.

- **Join a Skill- Based Training Program**

On the basis of skill, the individual much needed to join a formal training programme. Because the training programme helps to identify the weakness and finding the future scope and opportunities as well. Sometime training programme enhance the level of skill as required in today's marketplace.

- **Evaluate Yourself**

The evaluation step exhibits growth, improvement, development, and progress. Identifying a skill gap can be advantageous, as it allows the individual to make a decision to fill the skill gap with expert guidance.

- **Feedback**

Before implementing the developed skill in formal work, it's crucial to have a demonstration with a friend or family member because there's a good chance of receiving suggestions and implementing them accordingly. Identifying weaknesses and opportunities for improvement is made easier by feedback.

Review of Literature

- It deals with the role of skill development schemes and initiatives in youth employment. This study highlights the challenges, appropriate solutions, and suggestions needed to improve and enhance the level of skill development schemes. The government takes on the responsibility of developing skills with the youth, and as a consequence, they establish their own business venture and create job opportunities in society. Young people are definitely encouraged to develop employability skills for long-term survival through various financial and non-financial schemes and activities offered by the government. (Kannaujiya Sonu Sanwariprasad, April-June 2023)

- The study reveals how skills are developed through management education institutes in Pune and investigates key issues and concerns. B-Schools offer the output-oriented education needed by current industries in today's competitive world. Their expectations are also changed based on technological changes that have been made. Updating the content, topics, and delivery modes is necessary to meet the demands of the current marketplace. (Prof. Ganbote Akshay. N, Sep-2014)
- This study is designed to examine the various types of skill development programs that are run for students and their levels of satisfaction and expectations. The respondents divide these study categories into two groups, one for students and the other for teachers. The acquisition of useful skills by students is considered important for job success. Moreover, teachers also suggest necessary skills and activities that will be helpful for obtaining a job and effectively overcoming future competitive challenges. (Deeksha Chaurasia, April- Sep 2023)
- The Entrepreneurship Development Programme (EDP) has an impact on women trainees who attend, as highlighted by this study. As a consequence of this program, the majority of women trainees develop innovative marketing models by identifying business ideas, implementing them, starting their own businesses, and implementing them. Execute market research/studies, apply to government programs for both financial and non-financial aid, etc. The Maharashtra Centre for Entrepreneurship Development (MCED) in Pune runs this Entrepreneurship Development Programme (EDP) exclusively for women from the Scheduled Category (SC) group in Pune. Most women become successful entrepreneurs and create job opportunities in society as a result of these training programs. (Randhir, 1999)
- The purpose of this paper is to analyze the role of education and skill development in improving employability. The role of the education system is to address issues of employability and government initiatives through skill development training programs. The researcher pinpointed the best practices and policies to enhance and improve education and skills development in India. (Dr. Rupali Saini, Jan- March 2023)

Objectives of the Study

- To study and understand the relationship between skill development process and its impact on creating employability opportunities.
- To recommend training programs that can help develop skills and generate employment opportunities.
- To comprehend the opinions of the youth on skill development and employability.
- To investigate the government's plan to offer training programs that focus on employability skill development.
- To make suggestions for improve and enhance the skill development and employability.

Hypothesis

H₀- There is no significant relationship between skill development and employability.

H₁- There is a significant relationship between skill development and employability.

H₀- There is no positive impact of skill development on employment generation.

H₁- There is a positive impact of skill development on employment generation.

H₀- The skill development process is not able to identify employment opportunities.

H₁- The skill development process is able to identify employment opportunities.

Research Questions

- An in-depth examination of the connection between skill development and employability.
- What causes individuals to neglect skill development training programs?
- Beneficiaries are unable to apply their skills in formal work.

Limitations of the Study

- This study is restricted to the Pune district only.
- The relationship between skill development and employability was measured by examining specific soft and hard skills.

- The study was conducted with participants from Dr. Babasaheb Ambedkar Research and Training Institute (BARTI) - Skill Development Cell's in Pune.

Research Methodology

Sr. No.	Factors	Description
1.	Types of research	Analytical research
2.	Research method	Survey method
3.	Research scope	Pune city
4.	Sampling method	Simple random sampling
5.	Universe / Population	633
6.	Sample size	372
7.	Sources of data collection	1) Primary sources- Structured questionnaire, Google-form, Interview, Discussion and Observation 2) Secondary sources- Books, Journals, Magazines, Research articles, thesis and websites.
8.	Method of data analysis	Simple percentage method
9.	Data analysis tool	Microsoft excel

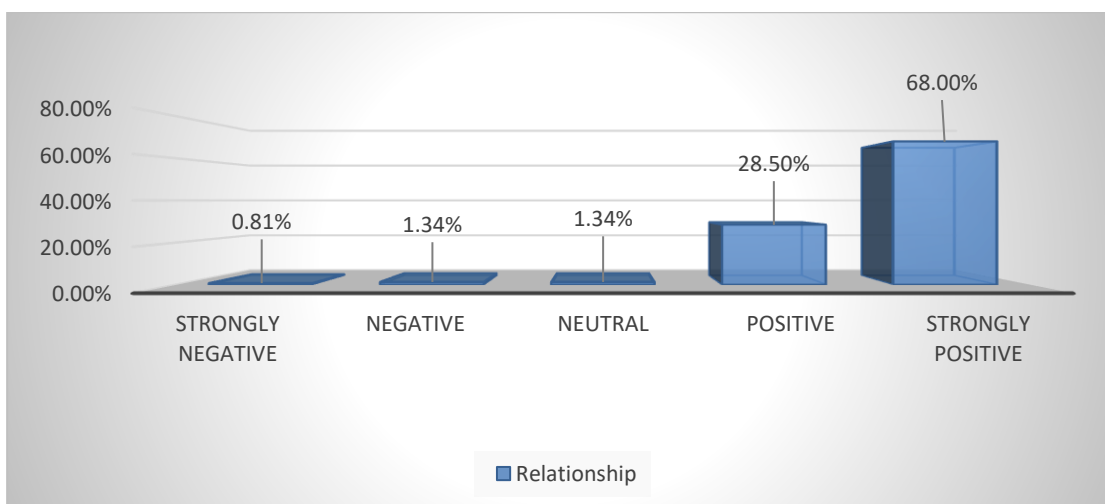
Data Analysis and Interpretation

During the data collection process, the respondents were split into four groups. Successful trainees (self-employed), successful trainees (wage-employed), unsuccessful trainees, and trainers. Skill Development Training Programs were conducted by The Dr. Babasaheb Ambedkar Research and Training Institute (BARTI) - Skill Development Cell's for Pune district. As a result of these programs, the trainees started their own businesses, and some of them got a job. The indication is that skill development is beneficial in generating employment. The researcher questioned the respondent listed below.

What do you think is the relationship between skill development and employability?

Table 1: Relationship between skill development and employability

Relationship	Frequency	Percentage	Valid Percentage
Strongly negative	03	0.81	0.81
Negative	05	1.34	1.34
Neutral	05	1.34	1.34
Positive	106	28.5	28.5
Strongly positive	253	68.0	68.0
Total	372	100	100



Graph No. 1- Relationship between skill development and employability

Interpretation

As regards to the relationship between skill development and employment generation. 0.81% is viewed as strongly negative, 1.34% is viewed as negative, 1.34% is viewed as neutral, 28.5% is positive and 68% respondents belongs to strongly positive category.

It is evident that 68% of the respondents believe that skill development has a strong positive impact on employability. In order to obtain employment and meet the employer's requirements effectively, skill development is the most crucial factor.

Conclusion

Career settlement requires skill development, which is a continuous process that needs to be updated based on current requirements. This will be advantageous in achieving the objectives and achieving prosperity in the future. Now, the different types of AI tools and techniques and skill development training programs offered by the government are designed to create employability in society. It is important for young people to be aware of these things and try to incorporate them into their career development. The present study demonstrates the importance and positive correlation between skill development and employability.

Recommendations

- Identifying one's skills and taking the initiative to develop them is important for everyone.
- Skill development training programs assist us in analyzing our skills SWOT, which is based on current scenarios.
- To gain mastery and expertise in the relevant field, students and youth should follow the process of skill development mentioned above.
- It is crucial to raise awareness of the importance of skill development and its impact on employability.
- One of the most effective programs for identifying, developing, implementing, and achieving success in a relevant field is the Entrepreneurship Development Programme (EDP).

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