



EMPLOYEES PERCEPTION AND ATTITUDE TOWARDS SKILL DEVELOPMENT AND ITS ATTAINMENT FOR ECONOMIC PROGRESS

Management

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ABSTRACT

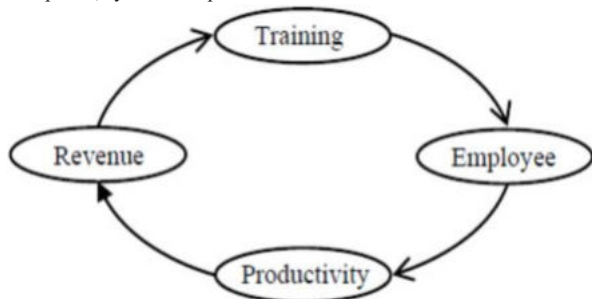
There are two major challenges related to the talent: Will and Skill. If will, one can learn new skills and create future prospects. The skills and attitude matter to share the career and growth in professional life. The present study emphasizes on the skill development program in the organizations. It aims to check the perceptions and attitudes of the employees in the organization towards the economic progress. The author had conducted survey from the 94 employees from the different companies in Delhi working at different levels. The non-probabilistic convenient sampling technique is applied in the Survey. The structured questionnaire is used as an instrument for data collection containing demographic details of the employees along with their perceptions and attitudes towards the skill development with respect to economic progress in the organization. The author had reached to the conclusion of the study with the application of the Data Analysis techniques i.e. Frequency Analysis for their personal information, Chi Square Test to check the association among the Personal information of them and the Training leads to the performance improvement of the organization and descriptive statistics with the calculation of the Mean value to check the perception and attitudes towards the skill development. The findings of the study had proven that employees are in the strongest opinion for the skill development program in the organization which ultimately leads to the Economic growth in the country.

KEYWORDS

Skill Development, Employee Training, Economic Progress, Perception and Attitude towards the Skill Development

INTRODUCTION

In order to remain competitive and financially viable, businesses must place a major emphasis on human capital as they struggle to thrive in a volatile, dynamic market. Other elements, however, have a role in an organization's performance; for example, it must have productive (i.e. effective and efficient) staff. Furthermore, firms that differentiate themselves on the basis of human capital, which includes intangible traits such as employee knowledge, skills, and motivation, are increasingly seeing it as vital in order to stay competitive (Paradise, 2007). As a result, businesses should hire people who can adapt to a fast-paced, dynamic corporate environment.



In an environment where there is a lot of uncertainty, business and market intelligence expertise gives firms a dependable competitive advantage over those that don't. As a result, knowledge is transforming into fundamental capital, triggering development (Jelena, 2007). Organizational success, on the other hand, is contingent on its informed, competent, and experienced employees. As a result, in order to be sustainable, businesses must value constant personnel training and development. Training and development are critical at all levels of the organization since skills deteriorate and become obsolete over time and must be refreshed (Nishtha and Amit 2010).

There are numerous ways through which the organization can attain the skill development among the employees in the organization. After developing the skill in the organization they can be in the position to develop the efficiency in the process and provide the better amount of quality in terms of their work performance and which ultimately leads to the better productivity for the organizational performance and finally having the impact on the Economic development in the nation. The various ways through which the organization can develop the efficiency among the employees in the organization are mentioned below:

Employee Training: Training is the systematic process through which businesses give development and improve the quality of new and existing personnel. Individual, group, and organization training is defined as a systematic approach to learning and development that improves individual, group, and organizational performance. As a result, it is the set of activities undertaken by an organization that leads to the acquisition of information or skills for the aim of growth. As a result, the well-being and performance of human capital, organizations, and society as a whole are improved. According to Manju and Suresh (2011), training is an act of intervention that improves the quality of an organization's goods and services in the face of severe competition by improving workers' technical abilities.

Employee 360 Degree Development: The term "development" refers to actions that lead to the acquisition of new information or abilities in order to advance. Employee development programmes are provided by companies to help employees improve their skills. In today's corporate climate, employee development is becoming a more vital and strategic need in firms. As a result, firms must spend in ongoing employee development in order to retain personnel and achieve organizational success.

Employee Performance: According to the Oxford lexicon (2007), productivity is the efficiency with which things are produced. Employee productivity, on the other hand, is an economic measure of output per unit of input. It's the total number of employees divided by net revenue. Thus, the overall or industrial productivity of employees might be assessed.

Manipulation Check: The standard manipulation check, on the other hand, is a verbal (rather than behavioural) measure that emerges at the same moment in the operation every time (rather than its order being varied to assess order effects). Including such manipulation checks in an experiment has drawbacks. While we think of manipulation checks as checks, they may also be seen as interventions that start new processes that would not have happened otherwise. The common notion that manipulation checks have no bearing on experimental results is incorrect. They can intensify, undo, or interfere with a manipulation's consequences.

Review of Literature

Oliinyk, O., et.al. (2021) defined the relationship between highly skilled labour migration and economic development (measured in terms of GNI per capita) and country competitiveness has been investigated. The study is based on statistics from industrialized nations and employs correlation-regression analysis and modelling, as

well as cluster analysis, with the STATISTICA statistical data processing and analysis programme. The study discovered that immigration of employees with a higher education has a considerable influence on a country's competitiveness and economic development - this is supported by the impact of talent migration, as measured by case study values i.e. The Human Flight and Brain Drain' sub-index Fragile States Index and 'Brain gain' sub-index' in the Global Talent Competitiveness Index and 'Highly educated workers' sub-index in the OECD indicators of talent attractiveness. When compared to the relationships with social development indicators, their influence on macroeconomic indicators is greater. Of course, this does not negate the importance of such connections in public economic development management, as they demonstrate the level of efficiency attained in generating favorable conditions for realizing the potential of highly trained individuals, including immigration pull-factors. But, according to our study, initiatives focused at luring highly skilled migrants have the most substantial and visible influence in the macroeconomic management of a competitive economy. Other connections might be considered and modelled in order to establish institutional support for proactive migration policies for highly skilled employees.

Nda, M. M., & Fard, R. Y. (2013) examined that competitive economy and training have become the buzzwords. A successful organization is distinguished from a good one by its human capital. Organizations which engage in excellent human resource training and development reap both immediate and long-term rewards. This research provides an overview of the impact of training and development on employee productivity. Owing to organizational, technical, and social dynamics, employees tend to become absolute, making the need to adapt to constant learning and upgrading of skill and knowledge vital. As a result, they must manage training and development programmes more effectively. The human capital, on the other hand, is every organization's most valuable asset in the face of fierce and dynamic competition. Training and development is a tool that aids in the exploration of human dexterity. As a result, training and development are critical to an organization's workforce's productivity.

Gallie, D., et.al. (2012) observed a significant gap in the research regarding the advantages of teamwork. Some have argued that it is exclusively for the benefit of management, while others have said that it is useful to employees, and yet others have claimed that it has little impact on productivity or well-being. The British Skills Survey Series is used in this article. It demonstrates that while cooperation grew between the early 1990s and 2006. It was mostly due to the increase of the sort of teamwork that gave employees limited decision-making authority. There was a reduction in the use of self-directed teamwork. At the same time, our research demonstrates that the advantages of collaboration, in terms of improving job motivation and employee well-being, are limited to self-directed teams, whereas non-self-directed teams discourage the use of personal initiative and discretion at work.

Ndulue, T. I. (2012, September) analyzed the role of training and development and its impact on the employee performance in a company. It was found that training and development improved employee performance and productivity at the workplace. However, it explored that training in the Nigerian Public Service firms were haphazard, unplanned, and unsystematic for some years. Neither many personnel underwent for any sort of training nor there was any systematic mechanism in place for staff development. In the absence of employee training, employees funded their own education in order to get professional or higher level qualifications. The employees who showed an interest in pursuing a university education were denied any type of help, such as paid study leave. The study assesses the importance of training and development on employee performance in an organization, identifies the needs for training and development on employee performance in an organization, assesses the challenges associated with training and development on employee performance in an organization, and makes recommendations for solutions to the problems identified in relation to training and development on employee performance in an organization. In terms of methodology, the study relied on secondary data sources such as academic books, the Internet, and academic journals. According to the study, some of the symptoms that necessitate training appear in a number of ways. Lack of enthusiasm in one's employment, a bad attitude toward work, low productivity, tardiness, excessive absenteeism, excessive complaints, high rejections or low quality production, high accident rates, and insubordination are among the most prevalent. According to the study,

everyone participating in training should agree on exactly what the trainees lack: what talent is required, and what attitudes toward job performance must be addressed. The needs that are recognized should come from the strategic plan, which includes strategies for departments, sections, teams, and individuals. Learning, training, and development should be viewed as a continual process for organizational growth and survival.

Economic growth influences society's future well-being, yet many countries have struggled to influence it. Long-run increase in gross domestic product (GDP) is mostly controlled by the skills of a nation's population, according to empirical examination of disparities in growth rates. Furthermore, standardized examinations of cognitive accomplishment may easily assess the essential skills. Over the period 1960–2000, worldwide measurements of math and scientific abilities accounted for three-quarters of the difference in GDP per capita growth between nations. The link between aggregate cognitive skills, often known as a country's knowledge capital, and long-run growth rate is extremely strong. There are legitimate concerns concerning the causality of the knowledge capital–growth link. While it is hard to give definitive proof of causality, the available data suggests that altering the population's abilities will result in better growth rates. If future GDP is forecasted using the historical growth connection, the results show that even small efforts to raise all pupils to minimum standards would result in massive economic advantages. Improvements in school quality provide significant long-term advantages. Existing research is uncertain on the best strategy to increase school quality. However, a number of developed and developing countries have demonstrated that progress is feasible.

Research Methodology

Problem Statement:

The author had conducted a preliminary inquiry into the research challenge. According to the findings, employees have varying levels of training experience and perceptions for the skill development. This pattern validated the study's difficulty level at different point of time. Researchers undertake a preliminary examination to determine the breadth and feasibility of doing research on a certain issue for the importance of the skill development program among the employees in the organization and also to check their impact on the economic development. To identify the operational components of the current research based on previous experience.

Objectives of the Study:

To examine the demographic factors and their influence on economic growth of employees

To state the relationship between demographic factors the employees in the organization and improvement of the performance of the employees.

To analyze the most significant factors regarding employee perception towards the skill development training program.

Sample Size of the Study: Total 94 samples had been collected by the authors in this study.

Sampling Technique of the Study: Non Probabilistic Convenient Sampling is applied under this study.

Variable of the Study: Perception and Attitude towards the Skill development program, Training improves the performance of the employees and Personal information of the employees.

Sources of Data: The questionnaire consists of close ended questions relating to the variables of the study. The primary data had been collected from the total of 94 employees in the organization and reliability test.

Scope and Implications of the Study

The implementation of these skill development programs will help the employees in the identification of their ability that they are carrying in terms of their inner strength for the economic progress of the nation but at the same time there are few challenges that the organization needs to bear at the time of the implementation of these program. The challenges that the organization needs to face is the Non Acceptance of the adaptability towards the changes, Secondly, they are not much aware about the technological enhancement that have been taken place

around them if they are not in the touch of the skill development program.

Data Analysis And Interpretation

Table 1: Frequency Analysis: Employees Demographic Factors and Skill Development

Factors	Description	Frequency (%)
Gender	Male	63
	Female	37
Age	Below 30 Years	22
	31 – 40 Years	33
	41 – 50 Years	18
	51 – 60 Years	22
	Above 60 Years	05
Educational Qualification	Upto Schooling	08
	Graduate	34
	Post – Graduate	21
	Doctorate	11
	Professional Degree	16
Category of Employee	Others	10
	Top Level	21
	Middle Level	36
	Lower Level	43
Work Experience	< 3 Years	18
	3 – 5 Years	22
	5 – 10 Years	36
	More than 10 Years	24
Type of Training Program Attended (Source: Research Study)	Technical Training Program	27
	Team Building Training Program	20
	On the Job Training	35
	Off the Job Training	18

The above table shows the demographic information of the employees form the different area for doing the study of the effect of the skill development among the employees on their performance and leads to the Economic development. As by looking at the table it is self-explanatory in nature. In respect to the Gender of the Employees, majority of them are falling under the Male category (63%) followed by the Female category (37%). In the Case of Age factors of the Employees, majority of them are falling under the young level of category having the cap of age from Below 30 years to the 40 years (55%). The next demographic variable taken under the study is the Educational Qualification of the Employees for which majority of the employees under this sample are having Graduation and Post-Graduation as their qualification. The employees categories under this study have been divided into the three category i.e. Top level Employee, Middle level Employees and Lower Level Employees, out of which maximum number of employees under this sample are covered from the Lower Level category (43%) followed by the Middle level category (36%). Under the category of Work Experience of the Employees, majority of them are having the basic level of experience ranging from the 3 years to more than 10 years of Experience in their respective field of work. Looking at the type of training program undergone by the employees in the organization then majority of them are having “on the job training” (35%) followed by the “Technical Training” (27%).

Table 2: Association Between The Demographic Factors Of Employees In The Organization With The Performance Of The Employees

Personal Information	Chi Square	Df	Asump. Sig
Gender	0.789	3	0.870
Age	9.123	9	0.012*
Educational Qualification	12.145	9	0.000**
Category of Employees	8.641	6	0.000**
Employee Work Experience	17.321	12	0.023*
Participation in the Recent Training Program	20.146	9	0.041*

(Source: Research Study)

H0: There is no significant association between the Personal Information of the employees in the organization and improvement of the performance of them.

H1: There is significant association between the Personal Information

of the employees in the organization and improvement of the performance of them.

From the above table of the association between the Personal information of the employees in the organization with the performance improvement with the implementation of the skill development program in the organization, it had been seen that all the factors of personal information of the employees are significantly getting affected with the performance improvement of them in the organization as their p values are falling below the 5% level of the significant and due to which the researcher needs to reject the Null Hypothesis and it can be concluded that there is significant association among the parameters of the personal information of the employees with the performance improvement of them due to the skill development program in the Organisational set up.

Table 3: Perceptions And Attitude Of Employees Towards The Skill Development Program

Sl. No.	Questions	Mean Value
1.	Overall I am satisfied with my qualification	3.69
2.	People around me are also having same qualification	3.22
3.	I often feel to attain skills for better employment	4.23
4.	I went to vocational training centre/Skill Development Centre but could not continue	3.51
5.	There is no difference between skilled worker and unskilled workers	2.02
6.	I have heard about skill development	4.12
7.	I have never heard about Pradhan Mantri Kaushal Vikas Yojna	1.20
8.	This is a good place for people with skills in their career.	3.54
9.	Govt. Institute are good place for training and personal development	2.98
10.	Parents were/are never interested in my career prospects	3.57
11.	I know exactly what is my job	4.14
12.	I have never read or heard about skill development in TVs, Newspaper, and social media.	1.21
13.	Without skills I can still earn.	2.67
14.	My present job does not require any skill	2.19
15.	There is a lot of wasted time in acquiring skills	2.01
16.	I don't have enough money to acquire professional qualification	2.81
17.	Even qualified engineers and technical professionals are jobless.	3.26
18.	Skill Development is always changing according to the market needs.	3.58
19.	Skill Development can reduce income inequality	3.87
20.	Skills are very difficult to acquire	3.67

(Source: Research Study)

From the above table for the perception and attitude of the employees towards the skill development and its impact on the Economic growth for any nation, it had been noted that for each of the statements the difference of opinion had been noticed depends upon the utility and availability from the employee's perspective. The highest rating given by the employees to the statement of “I often feel to attain skills for better employment (4.23)” followed by the “I know exactly what is my job (4.14)” and to the “I have heard about skill development (4.12)” which reflects that the employee had given the highest weightage from the Agree to the Strongly Agree for the parameters of the they know what the exactly their job is by supporting the Need of skill development training.

The lowest rating had been given to the statement of “I have never read or heard about skill development in TVs, Newspaper, and social media (1.21)” followed by the “There is a lot of wasted time in acquiring skills (2.01)” and “My present job does not require any skill (2.19)” which shows that employees are denying to those statements which was mentioning the negligibility of the skill development training needs and requirements for the improvement of the performance of them in the organization.

FINDINGS AND CONCLUSIONS

This study conducted by the researcher throws the lights on the

growing importance of the training program in the organization which leads to the employee performance improvement. It has a great deal of contribution in the industrial, sectoral and economic growth of country. It is found that the employees had denied all those statements of the survey which was not in the favor of the skill development for them and highly supported all those statements which was supporting it and leads to the improvement in their performance. The study provides the ultimate output to the management that they should keep arranging the skill development program for the employees in the organization in this cut throat competition which will help them to get updated for their work. This study has proven the importance of the training program and given a clear cut message to the employer that “No Skill Development, No Growth.” Hence, it is proven that the skill development training program are essential component for the organization for the economic development. This study also tried to diversify their findings in terms of the implementation of the various skills development activities in the organization as a result of which the positive outcomes that had been received by them at the same time in the absence of these skill development program what are the consequences that they needs to face as a part of the implementation of such programs. The consequences that they needs to face are the inappropriateness, incompetency, lack of confidence and difficulty in the identification of the solution of the various problems.

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