

‘SKILL DEVELOPMENT: THE KEY TO ECONOMIC PROSPERITY’

Mrs. N.Subhadra Chari

Assistant Professor in English , Kamal Institute of Higher Education
and Advanced Technology, K-1, Extn, Mohan Garden,
Dwarka Mor Metro Station, New Delhi, Delhi .

Abstract : The contemporary concept of skill development is one of the key issues to economic prosperity. Attitude, knowledge and skills enhance the personal growth of the employees at the workplace. Acquiring new skills to perform specific tasks provide opportunity for career growth and exposure to practical challenges in the professional field. Skill development enriches both the people's capacity to work and their opportunities at work, offering more scope for creativity and satisfaction at workplace. Economic prosperity depends ultimately on the number of persons in employment and how productive they are at work. Education, training, skills, productivity and economic growth are interrelated in subtleness. It provides a base for several occasions to perform efficiently exhibiting inventiveness and ingenuity. The world of learning and the world of work are correlated and this association has a powerful impact on job performance. This paper presents a novel approach to understand people's perception of Skill development and its various dimensions in economic prosperity in its entirety.

Keywords: Client Sustenance, Comportment, Dissemination, Ingenuity, Dimensions, Subtleness, Inventiveness.

INTRODUCTION

Skill development plays a pivotal role in achieving organizational goals and its objectives. Organization's fundamental aim is to be in the competition and to build a corporate image for economic benefits. In supposition of Human Resource Management, Marketing, Banking and Finance etc. require skills to be acquired and developed in order to potentially outlive competitors in the struggle for recognition and accomplishments in the fast changing trends of the customer oriented markets. One's earning ability today is largely dependent upon his or her knowledge, skill and ability to combine that knowledge and skill in such a way that they contribute value to the product or service for which customers are going to pay leading to economic growth. In today's knowledge-based economy, what you earn depends on what you learn. What you learn is your skill development and one has to be skilled to meet the practical demands of production process of the work place. Today changes are happening rapidly and technology driven development became inevitable necessity for the organization.

IMPORTANCE OF SKILL DEVELOPMENT

More and more, job roles are requiring formal training qualifications to meet the requirements of the specific employers. Developing skills through further training provides significant benefits to the employee and to the goal oriented organization between the business and the outside world. Skill development enables employees or workers to successfully execute complex tasks in a more simplified comportment. Training provides individuals with the skills in a particular area and by undertaking further training one would be able to do networking, time management, and communication and negotiation skills. Developing a career in a chosen field is something many of us aspire to. Experience alone, in many cases does not suffice when employers are seeking to promote their staff. By undertaking further training, one has the opportunity to develop career, increase in knowledge base and a better understanding of the local

industry. Inter-skill trainers are experts in their fields – they are closely connected within their industry and they provide the employee or worker with local industry knowledge to supplement their growing skills. It helps in strategy implementation by building employment commitment through coordination and sharing of responsibilities and capabilities.

Organizational structure allocates special value developing tasks and roles to the employees and states how these tasks and roles can be correlated so as to maximize efficiency, quality, and customer satisfaction—the pillars of competitive advantage. Sales enhancement involves changing mindset of a defined target audience to enhance sales and to convey company ethos values to create company loyalists. Client sustenance is a major issue in the developing competition in the business world. A famous motto in business world, 'customers are business lifeline' & their concerns are vital which must be addressed to their entire satisfaction, if not loss of potential client adversely affecting overall economy. Skill development strikes the balance between the need of the customer and profits of the company. One has to keep updating with policy aims to provide authoritative coverage of current developments in the work field, use of information and communication technology throughout the world, with particular emphasis on the information needs and problems of developing countries. This deals with both the development of information systems, services and skills, and the role of information in personal and national development. Skill development provide sufficient platform to be assured recovery from managerial crisis optimistically diffusing its sudden negative impact on the organization. It enables crisis management in handling crisis in organization is the process by which an organization deals with a major event that threatens to harm the organization, its stakeholders, or the general public.

SKILL DEVELOPMENT - MEETING TODAY'S AND TOMORROW'S ECONOMIC PROSPERITY

Continuous workplace training and lifelong learning enables worker and enterprises to adjust to an increasingly rapid pace of change effortlessly reducing job related stress into more interesting and satisfying jobs. Fitting a man to the job and fitting the job to the man are two core issues at any workplace. Fitting man to the job relates to select appropriate for the job. For example conducting Interviews, training programs, performance appraisal, organizational change, work design, motivation, guidance, counseling, addressing harassment & grievances, etc. are organization's consideration for the employees. In fitting the job to the man relates to his working conditions, incentives, promotions, team work, time management, stress management, job satisfaction and skill development etc. are the primary concern for the employees fitting to job in organization.

Skill development anticipates and builds competencies for future economic progress by sustaining dialogue between employees and trainers, co-ordination across employment services, sharing knowledge and experience creates strong strategies for building blocks for training and development. Essential skills for employers to acquire to successfully survive in this cut throat competitive business world includes effective communication skills, knowing life skills, learning soft skills, understanding interpersonal skills, mastering etiquettes, comfortable at people's skills, apt at negotiation skills, presentation skills, interview skills, personality development skills & technical skills so on exposes the dimensions of scope for skill development.

CONCLUSION

Economic prosperity primarily depends on progressive productive outcomes of an organization. Skill development develops desirable and appreciable qualities of self-confidence, positive attitude, constructive opinion, optimistic vision, inspiring creativeness, advancement in innovation, knowledge sharing with dissemination of available resources in employees. Knowledge, education and skill combine diverse talent and perspectives to diagnose problems and to suggest solutions in order to implement changes efficiently. A large effort is needed to create a skilled workforce for creating an economic prosperity.

REFERENCES

1. WORK IN THE 21st CENTURY by Rank J. Landy and Jeffery M. Cont.