

SKILL DEVELOPMENT NEED OF THE STUDENT FOR CAREER DEVELOPMENT: A REVIEW STUDY

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ABSTRACT

In today's competitive world skills play important role in development. This era is marked as a contradictory situation between skills & development. Skill is as valuable as any degree for student. To do job in any multinational company employee should have better technical skills & as well as good communication skills. always there is the gap between future & the ability. Skill development fill this gap & give better future to the students. In other words, there are two important skill – hard & soft skills. This research paper mainly focuses on the fact that how skills development is required for career development of the student.

Keywords: Skill Development, Career Development, Students.

Introduction

Skill Development

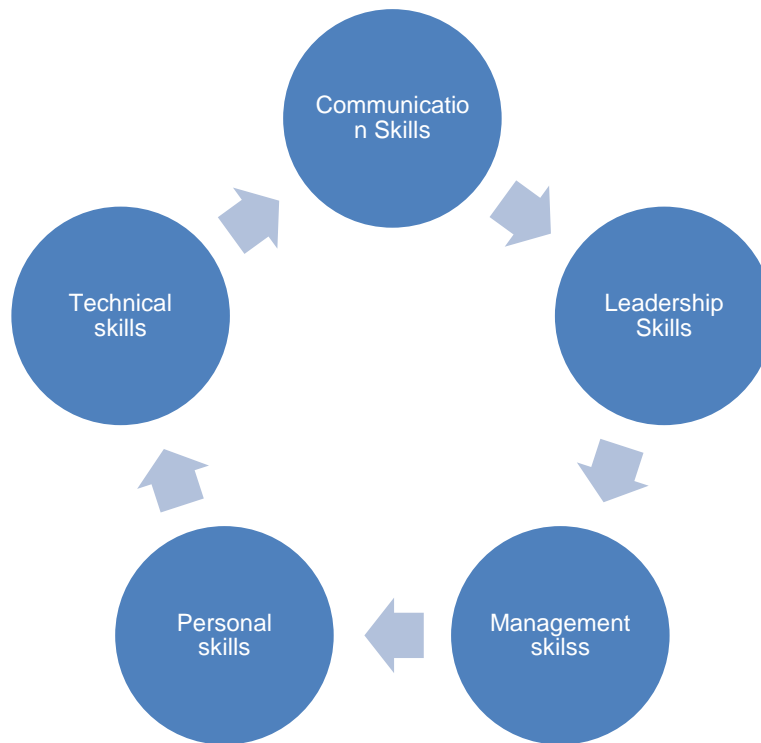
Skill development construct ability, talent, Proficiency & competency of an individual. Soft skills & hard skills both signifies one's leadership, Personal traits & attributes. After liberalization & globalization market have totally changed many foreign companies came into the market. That drastically change the perspective of customer & also marketer. As the foreign companies came more & more employment generated & that's created need of skill development. Skill development include both soft & hard skills to join any company or multinational company it is needed for every person or employee to develop their skills. "A person can work like a leader but can't work like a boss". Leadership skills is beneficial for every person leader always talk & think about their subordinate understand their problem. In today's highly competitive environment degree courses does not fulfil all the necessary requirement so to reduce the gap between skilled & unskilled ability skill development is mandatory needed. & This Skill development is required for students to improve their carrier. It is indeed that to join any multinational company presentation skills is required for any employees, how to present himself or herself in front of seniors or subordinate. & For that communication is needed through this person can present themselves & can fit in industry.

Types of Skills

Various types of skills which is required for any student to set their carrier in right way. All the communication, technical, leadership & personal skills are mandatory for every student & that combinedly helps the students to achieve bright future & it also gives right direction to students to develop his carrier so it is important for every student that they should understand the importance of skill development/.

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The various types of skills are as follows:



- **Communication Skills:** it is the most important skills that one should have & that is communication skills in this both oral & written skills is required & important. No matter how you look it is matter that how you can communicate.
- **Leadership Skills:** One more important skill that one should have before applying for the post of manager & that is leadership. A good leader always understands the problems of their sub ordinates for example - if any sales manager find downfall in any specific area for that first he should talk to his employee & tries to find out the reason of that, is there any problem between executive & other executive , is there any problem between executive & dealer, it means rather than to fire that person he should understand the problem of his employee& it is the best quality of a leader.
- **Management Skills:** HenryFayol was known as a father of scientific management theory Fayol defined the six management activities through which a manger can organise an organisation in a effective way. Henry believes that work should be divided on the basis of quality & efficiency & everyone should perform their duty in a discipline way.

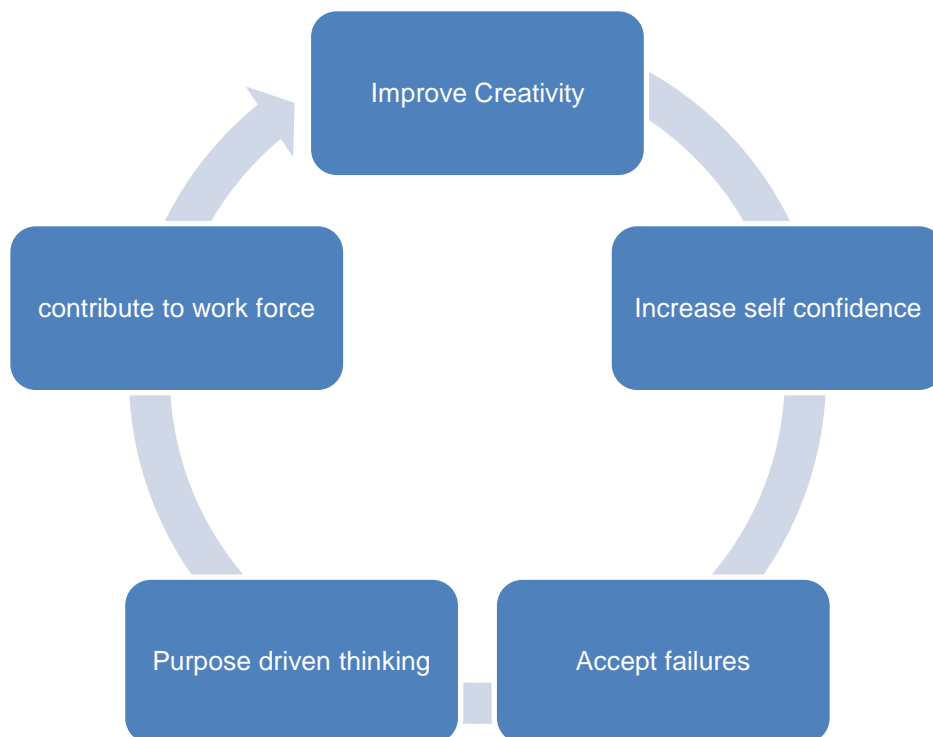
Management skills requires those important elements:

- Discipline
- Planning
- Delegation of authority
- Problem solving
- Centralization & Decentralization
- **Personal Skills:** Personal skills are the skills which represent ability of manager to work & interact with other people. Through these skills manager can motivate the employees for better work & result. This simultaneously include communication, leadership, decision making, motivational skills of personal.
- **Technical Skills:** As today's market are technically advanced, so to do work with this one should have to be technically updated & smart with all the technology.

Importance of skill development in early age for carrier development

The Covid situation struck the market nationally or internationally & this had drastically changed the market. so in this highly competitive market degree & high qualification is not enough to get success in life. Last few years were the changing period of market, new advanced technology was introduced in every sector, transformation can see in each sector corporate, technical, education, Career & economy & due to this competition arises. To overcome from this & to face daily to daily challenges it is necessary for a student to developed their skills in a wider way & in early age of school time. in early age of school & college they can develop skills & easily work on their weakness & increase their strengthen area. so, they can easily face the problems of the market.

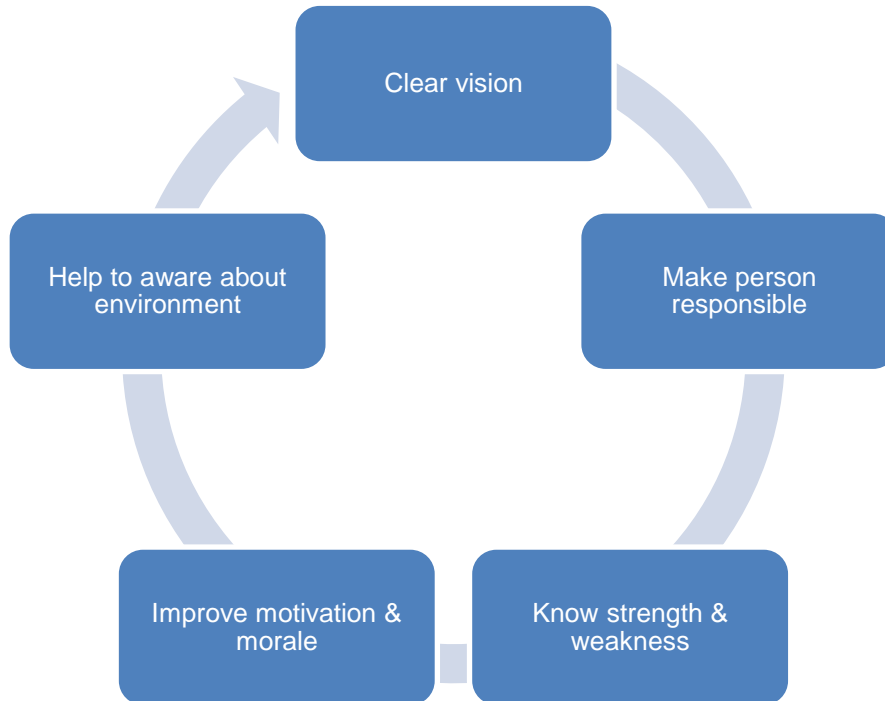
Key factors that highlight the importance of skill development at early stage



- **Improve Creativity:** At the early stage of students, they are able to learn everything. They can easily enhance their ability can grab new skills in a effective way. Various skills development programmes like – Role play, dancing, art & craft activities, marketing activities-based programme different cultural programmes etc. help them to improve their creativity & imaginative.
- **Increase Self-Confidence:** All the activities-based programme helps them to improve their self-confidence. Trainer trained them build their self-esteem so that they can think in a practically, critically & in a analytical way.
- **Accept Failures:** Study declared that one should always focus on their strengthen & work on failures. Accepting own failures is a big task. Through various programmes they develop “never give up quality”. they fail & do more work on that in a effective way.
- **Purpose Driven Thinking:** Once you make your target you may win. This is the main objective of any course or study that is one most important factor that effect the importance of skill development courses for carrier growth of the student.
- **Contribute to Workforce:** All the study gets proved when they contribute to the society However skill development is the necessary for the carrier development & growth of the students & developed student always contribute to the society.

Why Skill Development is Needed

Today's market is technological market. to cope up with the competition, it is needed that one should have some special skills in herself or himself. These skills offer various opportunities for carrier growth & enhancement. In many private organisation employees are demanding skill development course for their carrier growth. Why it is needed here we will discuss about this.



- **Clear Vision:** Today's generation are totally depending upon technology. They do not know the reality of the market as well as about competition. They have dream about the top job but do not aware about the ground reality of the market. Skill development courses give them clarity about the skills & their requirement & suggest them that how skills are important to improve their knowledge.
- **Make Person Responsible:** In today's competitive environment growth & development is needed for professional career & every student is making their own efforts but they should know the requirement of skill & try to polish or expand their skills as per the career actions.
- **Know Strength & Weakness:** Strength always support everyone to look unique in the crowd & weakness hide him or her in crowd. To gain success in competitive life one should focus on strength & work on weakness. So, Person can decide his future target & task as per the realistic market need.
- **Improve Motivation & Morale:** Confident person always perform good in every field of his carrier & this successful carrier improve confidence & morale of the person. If student have in-depth knowledge about the matter but do not have courage to speak in front of dignitaries' member in that condition his or her abilities will be negligible. Through these skill development programmes person can easily work on their weakness & strength their abilities & this improves his communication skills that would strengthen him as a person or as an employee. These programmes guide them to focus on their passion & give path to bring them closer his carrier.
- **Help to Aware about Environment:** According to survey, it is no surprise to know that skill development in now a days mandatory for each & every field. Qualified person can't get good job without the special skills. These programmes help them to know about the external environment & their challenges. If a person face challenges without any fear can get achievement in his life easily because fear always push person to get something in every field.

Top colleges / Institute for skill development courses in India

This table shows the top institute or colleges in India who is providing skill development courses to the students. After 12th examination or during their degree course they can do these types of courses, which helpful in carrier development & growth.

S.No.	Name of the college / Institute
1.	Christ College Irinjalakuda, Thrissur.
2.	Central institute of plastic engineering & technology (CIPET) Ahmedabad.
3.	Shyam University, Dausa
4.	Aditya institute of management & studies & Research (AIMSR) Bangalore.
5.	Indian school of management & studies, (ISMS) Mumbai.
6.	Swaraj college of commerce & computer studies & swaraj school, of management. Pune.
7.	Nabin ChandraCollege,Karim Ganj.
8.	Sevadal Mahila Mahavidhyala, Nagpur.
9.	SMT MMK college commerce & Economics, Mumbai.
10.	Arihant Education Group. Indore.
11.	Swami Vivekananda government college, Bilaspur.
12.	BPHE Society's Ahmednagar college, Ahmednagar.
13.	Kakarparthi Bhava Narayana college, Vijayawada.
14.	Netaji Subhas National Institute of sports, Patiala.
15.	Aditya group of institution, Bangalore.
16.	Pramukh Swami science & H.D Patel arts college Kadi, Gujrat.
17.	Vidhya Bhawan Polytechnic college, Udaipur.
18.	BIR Tikendrajit university, Imphal.
19.	Sadguru Gadage Maharaj College, Kalyan.

Conclusion

In this competitive word a single skill will balance carrier growth & development. Degree course provide logical thinking about subjects but skill development courses provide practical knowledge of the subject, market, competition. Today many of the colleges providing these types of courses to enhance their skills & knowledge. This research paper totally focused on this topic that how skill development is necessary for the students to help them in carrier advancement & growth. Because every student wants to make their carrier in an effective way for that he or she should understand the importance & value of skills.

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