

SCOPE OF EMPLOYABILITY IN THE AGE OF DIGITALISATION: CONSTRAINTS, OPPORTUNITY & CHALLENGES FOR UNDERPRIVILEGED CLASSES OF SOCIETY

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ABSTRACT

The rapid growth of technology has led to a shift in the job market, with employers increasingly requiring digital skills from their employees. This research paper aims to examine the impact of Digitalization on Employability, focusing on the role of digital skills in the job market. The paper reviews existing literature on the topic and proposes a research methodology for investigating the relationship between Digitalization and Employability. Those who are economically disadvantaged were unable to fully profit from the Internet because they lacked access to computer technology, the Internet, and essential skills, which made them unemployed in the age of Digitalization. The research investigated the digital divide problem based on Categories concerning essential services such as education, Employability, and healthcare. This study addressed the issue faced by the impoverished strata of Society and how Digitalization may help people find work through digital skills.

Keywords: Digitalisation, Employability, Underprivileged Class.

Introduction

Digitalization has revolutionized the world we live in. It has transformed the way we communicate, learn, and work. As more and more organizations adopt digital technologies, it has become imperative for employees to possess digital skills to succeed in the workplace. This research paper explores the concept of Employability through Digitalization and its impact on the job market.

The Importance of Digital Skills in the Workplace

The job market has undergone a significant transformation in recent years. As more and more companies embrace digital technologies, it has become essential for employees to possess digital skills. Digital skills use digital technologies to complete tasks, communicate, and access information effectively. These skills include using social media, data analysis, and cloud computing.

The Importance of Employability through Digitalization

Employability refers to an individual's ability to gain and maintain employment. Employability through Digitalization refers to an individual's ability to achieve and maintain employment by possessing digital skills. Employability through Digitalization is essential because digital technologies are becoming increasingly important in the workplace.

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As more and more companies adopt digital technologies, they require employees with digital skills. Employees with digital skills are more likely to be hired and promoted than those without. Additionally, employees who possess digital skills are better able to adapt to changes in the workplace, which is essential in today's rapidly changing job market.

The Challenges of Employability through Digitalization

Despite the importance of Employability through Digitalization, individuals face several challenges. The first challenge is access to digital technologies. Not all individuals have access to the Internet or digital technologies, which makes it difficult for them to develop digital skills.

The second challenge is the cost of digital skills training. While many free resources are available online, formal training in digital skills can be expensive. This can make it difficult for individuals who cannot afford training to develop the necessary skills.

Digitalization can help to Increase Employability in Several Ways

- **Increasing Demand for Digital Skills:** As more and more companies adopt digital technologies, there is an increasing demand for employees who possess digital skills. Individuals with these skills are more likely to find employment and succeed.
- **Improving Accessibility to job Opportunities:** Digitalization has made it easier for individuals to access job opportunities. Job postings are now available online, and individuals can apply for jobs from their homes.
- **Providing Access to Digital Training:** Online training courses are now available, making it easier for individuals to develop digital skills. These courses are often free or low-cost, making them more accessible to individuals who cannot afford formal training.
- **Facilitating Remote Work:** Digital technologies have made remote work possible. This has opened up job opportunities for individuals who live in remote areas or have mobility issues.
- **Improving Communication:** Digital technologies have improved workplace communication, making it easier for employees to collaborate on projects and communicate with their managers and colleagues.

Digitalization has created new job opportunities and increased the demand for digital skills. Individuals with these skills are more likely to find employment and succeed. Digital technologies have also made it easier for individuals to access job opportunities and develop the necessary skills.

Challenges of Digital India for Underprivileged Classes in Rural Areas

The Digital India initiative aims to bridge the digital divide and provide digital services to citizens nationwide, including those in rural areas. However, several challenges to Digitalisation in rural areas need to be addressed. Some of these challenges are:

- **Infrastructure:** One of the significant challenges of Digitalisation for Underprivileged Classes in Rural Areas is the lack of proper infrastructure, such as reliable electricity supply and internet connectivity. Poor infrastructure can hinder the implementation of digital services and limit the reach of these services.
- **Digital Literacy:** Another challenge is the lack of digital literacy among rural populations, particularly older people and women. This lack of digital literacy can lead to a low adoption rate of digital services, which can further limit the potential benefits of Digitalisation.
- **Language Barrier:** Rural areas are home to diverse communities that speak different languages, making providing digital services in regional languages difficult. This can limit the accessibility and adoption of digital services.
- **Affordability:** Rural populations may not have the financial resources to access digital services, particularly if they require costly equipment or internet connections.
- **Resistance to Change:** There may be resistance to change and adoption of digital services among rural communities that may be used to traditional methods of accessing services.
- **Accessibility:** Rural areas may have limited physical access to digital services due to geographical barriers, lack of transportation, and inadequate service delivery channels. Addressing these challenges will require a concerted effort from the government, private sector, and civil society organizations to provide the necessary infrastructure, digital literacy training, and affordable access to digital services. By addressing these challenges, Digitalisation can significantly improve rural populations' lives and livelihoods.

Literature Review

Liao, Y., Deschacht, N., & Jiao, Y. (2020)¹: This article comprehensively reviews the literature on Employability in the context of digital transformation. It discusses the different types of digital skills required in the job market and how Digitalisation impacts Employability. The authors systematically reviewed 94 articles published between 2008 and 2018. The articles were selected based on inclusion criteria, relevance to Employability and digital transformation, and methodological rigor. The reports were analyzed using a qualitative content analysis approach.

European Commission. (2017)²: Digital skills and jobs scoreboard 2017. <https://ec.europa.eu/digital-single-market/en/news/digital-skills-and-jobs-scoreboard-2017> This report by the European Commission provides data on the digital skills gap in Europe and the importance of digital skills for Employability. It includes information on the availability of digital jobs, the demand for digital skills, and the level of digital skills among the European workforce.

World Economic Forum. (2020) This report by the World Economic Forum provides insights into the changing nature of work and the role of Digitalisation in shaping the job market. It discusses the types of digital skills required for future jobs and the need for individuals to acquire them to remain employable. This report by the World Economic Forum provides insights into the changing nature of work and the role of Digitalisation in shaping the job market. It discusses the types of digital skills required for future jobs and the need for individuals to acquire them to remain employable.

Adnan, S. and Anwar, S. (2020), Digitalization has positively impacted the Employability of individuals. The study found that individuals with digital skills were more likely to find employment and had higher job security than those without digital skills. Furthermore, the study found that Digitalization facilitated the creation of new jobs, leading to decreased unemployment rates.

Objective of the Study

- To find, How Digitalisation might enhance the impoverished classes knowledge and career prospects.
- To evaluate the obstacles poorer classes confront in implementing new digital technologies.

Research Hypotheses

H₀₁: Digitalisation does not create several job opportunities in the Sample Area, particularly regarding Underprivileged Society classes.

H_{A1}: Digitalisation has created many job opportunities in the Sample Area, particularly concerning the Underprivileged classes of Society.

Explanation

This hypothesis suggests that the Age of Digitalization has created more job opportunities in the Sample area, particularly in the digital sector.

Research Methodology

Research Design

The research design for this study involves a mixed-methods approach, which includes both qualitative and quantitative research methods. Quantitative data will be collected by surveying people from the underprivileged classes of Society across the 7 Tehsil of Sagar District in Madhya Pradesh. The survey will assess the level of digital skills required for their jobs, the importance of digital skills in the workplace, and the extent to which Digitalisation has impacted their Employability. The survey will also gather demographic information on the respondents, including age, gender, education level, and job type.

Geographical Area of Study

The area is restricted to 7 Tehsils of the Sagar District.

Data Collection Methods

The research will use primary and secondary data collection methods. Preliminary data will be collected through surveys and interviews, while secondary data will be collected through literature reviews and online research.

Sampling

The sampling method for the survey will be Convenience & purposive sampling. Three hundred eighty-seven (387) were selected as a sample, Out of 401 respondents, as per the Cochran formula (The data cleaning process has removed 14 Respondents). The sample will consist of Young & Old Men and women from SC/ST Category.

Limitations of the Study

- Data was gathered from people of all ages from the disadvantaged section of Society, who were always reluctant to react honestly out of concern for their privacy and suspicion that their information was being utilized for political purposes.
- Data gathered from the are limited to 387 only, which may not give a clear picture of the current problem.

Analysis of Primary Data from the Respondent**Table 1: Age Group of the Respondents**

Age of the Respondent					
		Frequency	%	Valid %	Cumulative %
Valid	18-28 Yrs.	182	47.0	47.0	47.0
	29-38 Yrs.	74	19.1	19.1	66.1
	39-48 Yrs.	53	13.7	13.7	79.8
	49-58 Yrs.	46	11.9	11.9	91.7
	Above 59 Yrs.	32	8.3	8.3	100.0
	Total	387	100.0	100.0	

Source: Primary Data

The age range of the respondents is indicated in table 1 above. Table 4.2 shows that of the 387 respondents chosen for the study, 47.03 percent are in the age range of 18 to 28 years, 19.12 percent are in the range of 29 to 38 years, 13.70 percent are in the range of 39 to 48 years, 11.89 percent are in the range of 49 to 58 years, and 8.27 percent are older than 59 years. The majority of sample responses (47.03 percent) fall into the 18–28 age range.

Table 2: Issues with Adopting Digitalization or a New Technique and Age Group Cross-Tabulation

The Challenges You'll Face When Embracing Digitalization or a New Technique. * Age Cross-Tabulation Count							
		Age					Total
		18-28 Yrs.	29-38 Yrs.	39-48 Yrs.	49-58 Yrs.	Above 59 Yrs.	
: Issues with Adopting Digitalization	Lack of Confidence & Cyberattack	27	9	6	8	6	56
	Financial Problem	20	9	0	5	2	36
	Illiteracy	23	14	6	1	2	46
	Lack of Knowledge	27	15	15	12	8	77
	Lack of Technical Training & Education	35	11	13	6	8	73
	Language Disparity	35	13	9	10	4	71
	Tech Problem	15	3	4	4	2	28
Total		182	74	53	46	32	387

Source: Primary Data

The Chi-square between "age group" and "The Issues with Adopting Digitalization" shows that in the age group 18-28, respondents of Lack of Confidence & Cyberattack are 27, respondents of financial Problem are 20, respondents of Illiteracy are 23, respondents of Lack of Technical Training & Education are 35, respondents of Language Disparity are 35 and respondents of Tech Problem are 15.

Table 3: Chi-Square Tests between Age Group and the Problems in Adopting Digitalization

Chi-Square Tests			
	Value	d.f.	Asymptotic Significance (2-sided)
Pearson Chi-Square	26.642 ^a	24	.320
Likelihood Ratio	33.245	24	.098
N of Valid Cases	387		

a. 8 cells (22.89%) have an expected count of less than 5. The minimum expected count is 2.33.

Source: Primary Data

The chi-square test between the age group and the problems with adopting digitalization or a new technique is shown in Table 3. There is no substantial correlation between the age groups and the difficulties you are having adopting digitalization or a new technology because the sig-value is bigger than the usual sig value. As a result, every group is having trouble adopting digitalization.

Table 5: After Embracing Digital Technologies, New Sources of Revenue

Do you have any New Income Sources after Implementing Digital Technology?					
		Frequency	%	Valid %	Cumulative %
Valid	Service of Advise	4	1.0	1.0	1.0
	KIOSK Online	12	3.1	3.1	4.1
	Madhya Pradesh service Online Shop	7	1.8	1.8	5.9
	No Employment	256	66.4	66.4	72.4
	Online Advertisement	2	.5	.5	72.9
	Online Business	9	2.3	2.3	75.2
	Online Coaching	9	2.3	2.3	77.5
	Online Money Transfer	11	2.8	2.8	80.4
	Online Recharge Centre	8	2.1	2.1	82.4
	Other/Social Media Marketing	13	3.4	3.4	85.8
	Work with online Product Delivery	21	5.4	5.4	91.2
	Working on M.P. Online Shop	35	8.8	8.8	100.0
	Total	387	100.0	100.0	

Source: Primary Data

Following the use of digital technology, Table 5 specifies the new income streams in which The number of respondents for consultation services is 4, the number of respondents for KIOSK is 12, the number of respondents for the M.P. online shop is 7, the number of respondents for No. 256 is 2, the number of respondents for online advertisements is 9, the number of respondents for online coaching is 9, the number of respondents for the online recharge centre is 8, the number of respondents for other/social media marketing is 13, and the number of respondents for work with online product delivery is 21.

Table 6: Chi-Square Tests on the Relationship between Income and New Income Sources after Implementing Digital Technology

Chi-Square Tests			
	Value	d.f.	Asymptotic Significance (2-sided)
Pearson Chi-Square	31.987 ^a	33	.516
Likelihood Ratio	38.220	33	.245
N of Valid Cases	387		

a. 38 cells (79.19%) have an expected count of less than 5. The minimum expected count is .13.

The chi-square test between income and new sources of income following adoption of digital technology is displayed in Table 6. Since the sig-value is higher than the expected sig value, there is no evidence of a substantial relationship between income and additional sources of income following the adoption of digital technology.

Conclusion

The impact of Digitalization on Employability is a complex and multifaceted issue. This research paper proposes a mixed-methods approach to investigate the relationship between Digitalization and Employability, focusing on the role of digital skills in the job market. The findings from this study will provide insights into the impact of Digitalisation on the job market in the Sagar District since the data has been taken from the different tehsils of Sagar District in Madhya Pradesh, India, and inform strategies for addressing the digital skills gap and improving Employability in the future. Employability through Digitalization is essential in today's rapidly changing job market. As more and more companies adopt digital technologies, they require employees with digital skills. Individuals with digital skills are more likely to find employment and succeed. However, access to digital technologies and the cost of training remain significant challenges that need to be addressed

Findings & Suggestions

The result is significant if this value equals or exceeds the designated sig level (usually 0.05). The sig-value is greater than the standard sig value, so there is no significant association between the age groups and the issues facing you in adopting Digitalization or a new technique. According to the findings, we describe the Chi-square between "Do you get any new sources of earning income after adopting digital technology?" and "Resources used by you for adopting digital technology," in which the Majority(256) of respondents do not get employed with the help of Digitalisation due the constraints in adopting.

Suggestion

The results show that respondents are not very knowledgeable about digitalization. The same action needs to be taken by the government.

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