

SWISS DUAL SYSTEM: CAREER MANAGEMENT THROUGH SKILL DEVELOPMENT

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ABSTRACT

India has a unique advantage of demographic dividend i.e. by the end of this decade, the average age of Indian population will be 29. As a result, by the end of year 2040 India will be contributing towards one fourth of globe's total working population. To convert this demographic dividend into a feasible economic resource and to exploit the hidden impendings of the human capital, education remains the most crucial means. The proposed paper, aims to observe the gaps within the Education system by reviewing the literature. The paper concludes by defining the importance of Swiss-Dual System in effective career management by bridging the gap, thereby, making it possible to utilize the huge demographic surplus of our country.

KEYWORDS: *Swiss-dual System, Career Management, Skill Development, Literature Review.*

Introduction

Skill development is a peak term these days and every organization is focused to hire either already skilled personnel or impart good skills prior placement through hands-on jobs training. Skill and specialization includes the demand of present market scenario. Skill development includes an expression to improve individual proficiency, ability to perform a work, improve one's skill sets, able to complete a task with higher rates of success at the right time. There are numerous students passing graduation courses every year in India but when they seek job for employment, mere 20% of them are found fit for employment. This requires Indian governing bodies to focus upon training and skill development in the workforce. According to a survey by FICCI, only one-fourth of the Indian working population has done a skill development program. Thus, to bridge this huge gap, India is in requirement of immensely trained skilled working population. Despite of increase in literacy these days, majority of the citizens are stressed for jobs. This is a big question beyond us and huge efforts will be the required solution. Skill education is one of such solutions. As per WTO (World Trade Organization) also, the GDP level can add to up to 3%-5% by more 2035, if India focuses on skill.

Accordingly, for optimum utilization of available resources and to reduce the gap between the demand and supply of employable skilled persons, effective career management is must. The dual system of vocational education training and vocational education could be a probable solution. It is a dynamic training process that aims at methodically combining the rewards of training in an organization and education in a vocational school. The Swiss Dual System is based on joint attempt of training companies and the occupational institutions. An apprentice is employed in a training corporation and once or twice per week he/she goes to the occupational school. The training company is accountable for the apprentices "on the job" preparation and practical trade related learning, whereas the occupational school imparts theory based knowledge to the apprentices.

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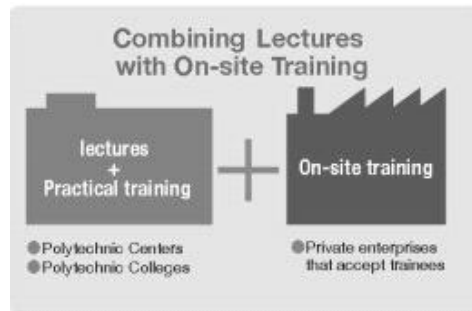


Figure 1: The Swiss Dual System

- The main aim of this Swiss dual system to give the experimental knowledge so that the person could improve their skill in particular field.
- They give the career support and is cause of positive career developing.
- There would indeed be some advantages to the use of more specialist career professionals coming in from outside.
- They may be able to offer more impartial advice, although if from publicly supported career services
- They would have national policy objectives and targets to promote. External specialist may be capable to effort in more depth with individuals in increasing their self awareness and improving their career skills.

Effective career management from individual perspective includes Self knowledge, values, potential aspirations and interests. Then career planning comes into picture and includes external expertise in career guidance. It may be better used in enhancing the career skills of both managers and employees than in providing a formal 'career service' for all employees inside organizations. These career professionals also have a potential role working in-depth with persons who are directionless and who are more particular about the impartiality and privacy of advice. In order to manage one's career over time within an employing organization and in the labor market more broadly, an individual will usually need to engage with five main areas of thoughts and action as shown on Figure 2. The top most part of the model is identifiable to direction professionals, bearing self facts on one face and approval of career options on the other side. While preparing their career individuals requires considering not just their own advantages and aspirations, but also other similar opportunities available. These opportunities may be both internal and external to the present working place.



Figure 2: Career Management From the Individual's Perspective.

General career information, even inside a particular organization, is of limited value to individuals without an understanding of how they are seen by the people in their organization, and for what kinds of jobs they might be considered for a credible candidate. Thus prime input to self knowledge is feedback received from others. Career planning comprises using discussions as well as advice to inform the sense of direction within the organization. However, further discussions and negotiations are often needed for sustainability of the organization which has the authority to give right to work or learning opportunities.

As evident from the career management diagram (Figure 2), career planning is to take action, both in terms of accessing work experiences, including making job moves, and accessing formal and more personalized forms of experiential learning. It also involves navigating a range of formal as well as informal processes, also in advance assistance from a number of people. Individuals require career skills to achieve such achievement, equally as they do to framework their own career plans or decisions. All these areas of thinking and action can reasonably be considered to be included within 'Career Development' for individuals in employment. From the employer's point of view, supporting career development means supporting individuals in all these aspects, not just in thinking about careers but also in taking career action. Employers will only do this if they find this career development as encouraging needs of the business, not just the aspirations of employees.

Objective of the Study

The paper aims to review the literature related with the role of skill development in career management and importance of Swiss- Dual System in it.

Review of Literature

Aakash Kamble, and Nayna Abhang (2017) Analyzed that vocational and technical education as well as training situation looks promising in India due to the skill development policy brought by Government of India. This study also shows that setting up of regulatory bodies like, Directorate General of Training at central level and National Skills Development Corporation has helped in formulation of robust policy and regulatory framework. Even though India still is long way from achieving full enrollment in vocational & technical education and training. The descriptive study obtains data from the secondary sources.

Rajanibala J.Shah et.al, (2014) this research paper revealed that major factors are self-understanding & analytical skills. The importance is of general management as well as work culture, leadership and problem solving ability with effective communication skills. The researchers further suggest that, the management institutes should start continual training and workshop programs as per the current need and expectations.

Vani bhagwath et. al, (2013) The main objective of the study was, to show importance of employ ability skills required by management graduates or MBA students in particular of NCR Delhi. Using descriptive research design, the study concluded that, the institutions must go for updating the curriculum or course content to enhance their intellectual capital.

K.P.V. Ramanakumar, and L. Ramananand M. Kumar (2016) Discussed the factors affecting of employability of individuals. It further discussed that the factors and attributes would impact with their interactions with other independent variables like domain skills, analytical skills, quality knowledge and industry interactions. Further the study found out that soft skill like communication skill, included fluency in English language etc.

Halil Dunder et.al, (2014) Identified the factors affecting the supply of skills by education and training system, higher education and non-formal training. Using different factors like firm based training and demand of skills like economic growth, demographic transition, technical change, foreign employment, a conceptual framework was derived. The study highlighted that main objective of skills development system is ensure that skills supply and demand equates each other. Effective harmonization can improve national and international growth and effectiveness, business efficiency, and welfare of the nation. Incompatibility can reduce productivity, morale of the people and leads to high levels of unemployment.

The framework is based on review of the challenges that lead to employ ability skill gap and ways to bridge the gap. The study has taken the variables like lack of quality knowledge and lack of industry interaction.

Sheikh Tariq Mahmood (2011) viewed the factors which were affecting the quality of research directly and indirectly in education. The research conducted through the exploratory research with cross sectional study design. The paper has found out that the college students were not satisfied with the teaching and course content. So the study suggested that training and adding skill development can bring the improvement in teaching.

Lai Fong Woon et.al, (2007) Focused that the success of industrial training program in University Teknologi PETRONAS (UTP) from the technology and engineering disciplines. The study conducted from the viewpoints of three main stakeholders (students, universities and host companies). The study concluded that a success industrial or business internship program can add extra value to the academic curriculum. Learning outcomes of the students in the stage of industrial and business internship program is useful to improve the employ ability and it is also complements their classroom learning process.

MC Knight and Naylor (2000) endeavored the relation between the class of degree and the probability of student leavers being employed six months after graduation. Moderating role of gender was also identified.

Adriana E. Stoica (2010) the study discussed the significance of skill development for the employees. It conceptualized a comprehensive employability skill framework among MBA graduates. It also verified the existence of any perception gap regarding the most important skills among them.

Nidhi Pandey.A (2012) the study identified the key factors affecting employability of MBA students. The study tried to determine the level of awareness of life skills among professional students, that are hold necessary by any employer from an employee. The paper concluded that the life skills required to train effective stress management along with critical thinking are vital for youths.

Masura Rahmat et. al. (2012) the study focused upon skill and employability of graduates. Focusing upon measurement of the employability of the IT graduates like basic knowledge of programming system development, soft skills, and entrepreneur skills. Analysis was done using descriptive and inferential statistical. The positive relation between employability and graduates' perception of their own skills was revealed. The study highlighted skill level of graduates during their studies was sufficient in helping them to perform in the current job market.

Research Gaps Identified

The literature review elaborates the importance of skill development concept in individual career development. Empirical studies developing practical solutions to the challenges are scope for future study. The study is theoretical in nature so future research should explore some practical implications. Empirical study determining factors leading individuals to give more weight to skill development for effective career management could also serve as scope of study.

Conclusion

To reap the maximal performance out of the growing young population, investing in the education of the huge demographic is must. These disparities among quality and distribution of educational opportunities need to be resolved soon. The transition of these latent economic assets into devastating liabilities needs to be prevented. There is also a direct need to analyze and scrutinize the education policies by the central government and regulatory authorities at the national level. An effective National Education Policy needs to be developed to ensure qualitative and also the quantitative growth of institutions. This should also guarantee that education-system fulfills not only the industrial but also an individual's needs. Implementation of the framed policies need to diffuse to the general population and must not stay mere thought or blue-print. The probable effect of malpractices like red-tapism, corruption and a general neutrality on part of the regulatory and monitoring authorities shall also be minimized. It is imperative to resolve these issues with a strict and systematic approach before the Indian higher education system plunges into deep, unrecoverable chaos. Moreover, the job roles that existed yesterday are not the roles that exist today and are certainly not going to be jobs of tomorrow. We will have to invest a lot in quality education focused on industry needs to deal with skill gap. Swiss-Dual System could be an effective probable solution to the challenge.

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