

THE DAWN OF HUMAN SKILL MOBILIZATION - SUPER SMART CITY

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Abstract

India is a home for young population of 1.3 billion who are below the age of 25. This population number will turn to be the most valuable asset for the nation. A few vital parameters like education and employment form a key part to enhance country's human capital. Learning Skill building, Innovation and Technology need to be fostered to develop the talent pool in the nation Educated and Skilled population contributes to growth of smart cities which in turn leads to economic development as well positive political and social growth The paper analyses the role the investment needed in human capital which attitudes towards the sustainable development of the country

Keywords: Skill, Skill-set Building, Becoming semployable, Sustainability

Introduction

Workforce is considered as main life support of any organization. Employees contributes with their skills and knowledge in their own respective way to the productivity and success of an organization.. They need to be motivated from time to time to develop a sense of attachment towards the organization as they together work hard to achieve the goals organisation A dramatically change has been observed in the world of employment, societies are becoming global and multicultural because of technological impacting practices and experiences. .Rise in globalization has made employability as one of the goals of education and system. Employability sills sets refers skills , knowledge ,attitudes and other attributes necessary for an individual to graduate and be a part of labour force Every individual need to possess transferable skills which can be also called as employability skills to make them employable Managers, often look out for set of skills they need from an employee, as they look for sound subject knowledge with a good technical understanding. An employee equipped with these skills carry out their roles in best possible manner. Knowledge, Skills .Attitudes are some of the assets on which employability depends and the way they are presented to employers Total human capital, costs are on an average are 70 percent of companies total operating expenses. Businesses need to invest actively to reap the benefits from the employees Human skills are very important as work skills because constant interacting with employees is needed as employees originate from different cultures.

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Research Objectives:

- To study about a few demanded employee skills towards upcoming years
- To bridge the gap between skills and fulfilment of job requirements
- To analyse need of hour of upcoming new era skills
- To study the recent trends in human capital world

Research Methodology

The study is based on secondary data. The data was collected through journals, magazines articles and websites

Literature Review

Between 1999-2000 and 2004-05, the number of jobs increased by 59.9 million persons (assessment by usual status) against an increase in labour force of 62 million. Though, the increase in employment kept pace with increase in labour force for the next 5 years, the total increase in jobs was only 1.1 million. Employment generation picked up from 2009-10, with 13.9 million people finding jobs in 3 years. However, 14.9 million people entered the job market during this period. Currently about 26 million people enter the working age group every year with about 65% of them looking for jobs. The term Industry Revolution 4.0 was coined by German economist Klaus Schwab in 2015. According to Schwab, the Fourth Industrial Revolution includes the emergence of the Digital Economy and use of automation and data exchange in industrial technologies Chani et. al (2012) empirically tested the casual relationship between human capital formation through education and economic development in Pakistan. Keeping in view the endogenous growth theory, the study also tests direction of causality, either human capital formation causes economic development or economic development causes human capital or both of them are causing and supporting each other.

Diana (2013) highlighted the role of education in the growth of economic competitiveness and efficiency of human capital, in accordance with the quality of education and investments in human resources, in order to enhance labour productiveness. Shahzad (2015) observed the role of human capital formation on economic growth in Pakistan. The author time series data form the period of 1990 to 2013. The study incorporated education enrolment index (Proxy of human capital), health (IMR) and physical capital (GFCF, IGR) as independent variables which were the major contributor for the economic growth of Pakistan. Md. UzzalHossain, Ishita Roy (2016), stated that human capital concept will help in advance human capital theory building within the human resource management discipline Linet J A Obor (2017),

examined that recruitment process is guided by proper policies and it will encourage the employee retention in the long run also it gives good corporate image to the organization.

Zenona Atkočiūnienė, Greta Praspaliauskytė (2018), shows that intangible organizational resources such as intellectual capital and knowledge is very important to generate the long term value for the organizations

Significant Impressions

Human Capital: Formation of human capital came to be seen as ‘changes in persons that bring about skills and capabilities that make them able to act in new ways’ (Coleman 1988: 100). The word ‘human capital’ entered the boundary of economists much later of the term ‘physical capital’, and at a very long time gap the belief of investing in physical infrastructure was applied to human beings as well (Becker 1964; Schultz 1961). India in its early stages of financial development understood the implication of human capital. According to the Seventh Five Year Plan, ‘Human Resource enhancement is fundamentally to be selected as a key part in any growth technique, especially in a nation with such a majestic population’. Sustainable Development Goal aims at reduction of under 5 mortality rates to 11 per ‘000 live births by 2030 but we have reached 50 per ‘000 live births- a gap of 39 per ‘000 live births to be covered in the next 11 years. Further, aims at 100% immunisation of children in the age group 12-23 months but has achieved meagre 62%. Sustainable Development Goals have mentioned two basic aspects of improvement in human capital as Education and Healthcare. The gaps in these sectors needs to be filled in the coming future in achieving the target by 2030

Skills: Intellectuals many times used the words skills and human capital interchangeable. Skills are mainly categorised into cognitive and non-cognitive skills. Cognitive skills represent the rate at which the individuals learn and acquire their intellect. The skills are measured through IQ tests and the achievements. The dependability of cognitive skills is also on an individual personality or character traits. The non-cognitive skills commonly called as soft skills which include strong work ethics, honesty and integrity, emotional intelligence, team players with positive attitude have become a point of prominence for business executives. It has become essential to fill these gaps in individuals by helping them to develop these habits necessary for success.

Employability

Employability skills are core skills and traits to be required in every individual. These generic skills are needed and considered to be desirable for an organization. Employees to be hired with these qualities are always on demand by the firms

Soft skills are necessary which allows everyone to work well with other individuals; smear knowledge to solve problems is appropriate to fit in any work environment. At the workplace professional skills are also needed to achieve success. These skills are also called as transferable skills because can be induced into any job in an industry. By Every individual should possess employability skills to make them employable. These skills are desirable for individuals to become employable. Good technical understanding and domain knowledge are also required along with the employability skills. A set of skills are often framed by every organization which are expected from an employee. These abilities equip the employee to carry out their roles to best of their capability. Employability skills depends on knowledge, attitudes, skills, the way to use these qualities and present them to top management in an organization

Sustainability of Human Capital

The evolution of human capital and its progress over the period was because of the role of quantity and quality of human capital, natural capital and human made capital . These three apparatuses are always interconnected over years. Improvement in education, healthcare and employment opportunities enhances human capital growth with an increase in the socio – economic and political conditions which will be stimulating creativity and will have a direct relation to improvement of human capital of the nation Investment and advancement in human capital inclines towards increase in productivity of an organization which paves its way to sustainability. Sustainability is positively correlated to economic growth and human capital. The process of educating masses is like a capital investment not on machineries but on humans flagging its way to sustainability of human capital

The protagonist player's can be:

Government

Government is actively involved in improving human capital by providing education at lower cost. The role of government is key to expand skill set and to improvise education level in a country population. People with more education and better skill incline to have higher earnings which in turn moves towards higher economic growth over additional consumer spending

Corporate

Companies are investing more in improving human capital as it enhances their productivity with profits. Many firms are conducting in – house seminars and on – site training to their employees which encourages the employees to get on new ideas and new products of their

organizations. The employees after a couple of experience are turning to be entrepreneur'sso the preliminary investment in human capital will eventually and opportune to economic growth

Development Strategies of human capital's for Sustainable Development

Quality Education

Human Capital development depends mostly on education. Every responsible individual of the country wants to invest in quality education for their children. Government is also launching many schemes for the underprivileged to educate each and every child of the nation The three props of quality education are: Knowledge, Skills and Expertise. The industry skills are changing rapidly according to the demanded needs so even the expertise requirements and needs are changing accordingly. Most important is the concept of lifelong learning should be imbibed in youth. Learners need to keep themselves enrolled in some or other activity for continuous learning and to keep themselves authorised and become dynamic citizens for effective nation building and for growth linked economic development. The pedagogy of teaching from rote learning to conceptual education must be adopted with the support of many initiatives taken by government can pave its way to quality education and the challenges can be met by imparting in – depth training , Re-training and better education to the people of the nation

Intellectual Capital

An intangible value of business, comprising of its employees and their relations with their employers and co-workers In many organizations, today's problem is employee layoff, absenteeism, resignations and many other reasons of separation from firms. Employers should find out ways to retain this human capital. Many employees have lot of knowledge about their jobs, data that supports their jobs and but the problem is the employers are not capturing it accordingly and right transfer is not present. Employers should bear in mind that if job market improves these employees may migrate to better job opportunities. Organizations intellectual capital can be increased by investing in workforce and make the employees stronger by imparting technical and management skills on timely intervals Intellectual capital is tomorrows asset but at the same time it is today's challenge

Frontward View

The use of knowledge is not limited to any certain individual. Knowledge is available at the disposal of everybody. Clear understanding of knowledge is non-rival. Localization of technology to a given social setting can give rise to enormous difference.

As reflected from the Budget outlays on education expenditure, the importance on education in developing human capital seems unfair and slanted in India. At such times it becomes vibrant to investigate the forthcoming education system and its values in the development of India. Policymakers must go way beyond human capital, assertive for intellectual capital development while powerfully using India's relative advantage of demography and at cheaper labour cost.

New Learning's

There is a wide gap between the skilling system and broadening of skills. Bridging this gap can be achieved by overcoming the obsolete socio-culture which is dominant by a concoction of education skills and vocational education and institutional inertia. Bridging this gap will interest the most reliable talent to the teaching profession. Transformation in education can also be brought about by structuring global recognition to the education systems and restructuring regulations to allure reliable private sector entities to education. Along with these structural changes, approach should be made to raise and improve public health care systems. There should be an increased commitment to non-communicable diseases and development of a sustainable healthcare system that contributes to 3 percent of GDP should be made. Burden on territory-care must be reduced by building robust referral mechanisms. Well-rounded personality of an individual makes effortless movement around the fine dividing lines among multifarious industries possible. The best way to bring about a development is by incorporating emotional vibrancy and flexible with multiple skills.

Career Fuel for an Employee

Automated machine learning or Artificial Intelligence has revolutionized the world today. It has also brought about significant changes in the job requirements. Changes and developments are constant in today's work environments and in order to keep up and grow from these developments, workforce must constantly strive towards learning and not swim out of the learning mode so that their skills sets are not superseded by new changes. In this need of technical skills, employees usually tend to neglect their development of soft skills. For a great and ongoing career success, a unique blend of the two is imperative. Most of the working environments consist of a hierarchical team and customers/ clients. Working in such a robust team makes active listening one of the most important soft skill an employee must possess. It has been reported that almost 48% of jobs require very high levels of dynamic listening. Not far behind this skill is reading comprehension, speaking and critical thinking. Comprehension closely follows communication. These inter-personal skills are extremely essential to work effectively in a team even in jobs requiring lower level of technical

education. Another skill set often considered a necessary requirement by employers is critical thinking. Ability to work well in a team and demonstration of aptitude in a social setting along with the skills to complete given tasks in the required style are also highly appreciated. To accommodate all these skills in an individual and to keep marching in this unpredictable world filled with challenges but also opportunities, new advances but also traditional knowledge; never coming out of the “Learning” bubble is the only magic potion. Learning facilitates everything that an employee does. This is the one aspect every individual must adapt in today’s world. Learning takes care of all the other skills required for a successful and promising career.

Findings

In today’s world employability is a far big challenge than unemployment. Employability skills are made up of not only foundational academic skills but also include cluster of other skills like attitude and habits. The study reveals that in tier II cities the mark sheets are plenty but there is a gap in some basic requirements like a fair knowledge of English and technical know- how which was not sufficiently met at secondary and higher levels of system .Education can be spilt into two categories life skills and professional skills .The life skills like how to communicate, socialize and survive which we need to learn have remained consistent across ages and we are only skewed to the second category. Typically, we live in a role based society which believes that only in one role a person can fit. This thinking needs to be changed. Discrepancies in education system and labour market should be materialised which is a factor of loss of human capital. Applying methodologies for monitoring the insertion of graduates from various fields of education can definitely lead to sustainability of human capital in tier II cities.

Conclusion:

The best option under the circumstances is reliance on new technology, private resources and on the job training and continuing education. The rise of national private higher education is an effective supplement to the depleting public resources. The author feels it is imperative to use accessible research foundation and e-frameworks, and the steady foundation of joint virtual associations and administrations. Professional skills need to be taught more. Covering constructs like applying knowledge of management, use appropriate/modern tools, equipment and technologies are now a must for proper development of student Graduates. Communication skills have to be developed among engineering college students. These include written communication, reading, and communication in English. With globalization, even other languages need to be picked up by Nagpur Managers to stay competitive.

Common skills like retail, sales and marketing need to be imparted to young force to keep them on toes and make them employable in Nagpur where opportunities in retail and sales can easily be tapped.

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