

PEOPLE MANAGEMENT IN 21st CENTURY

Practices and Challenges



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Skill India Movement and Entrepreneurship Programme in India

Anuradha Samal and A. K. Das Mohapatra

Abstract

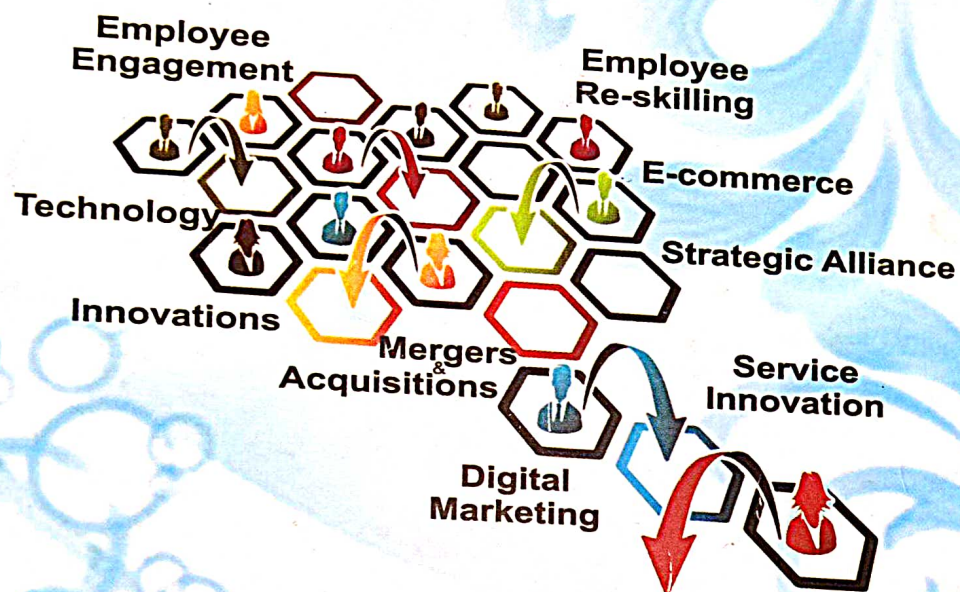
The average age of Indian population is mostly in the range of 20-30 years. The country presently faces problem of less trained quality man power and less employability skills in the large part of the educated mass. The National Policy on Skill Development 2009 identifies the opportunity and had set a target of skilling 500 million people by 2022. This policy establishes a link between large scale skill development and entrepreneurship programme to address the huge population employment requirements. The skill development problem in India is inclined to an educational system which has limited vocational training. Therefore the aim of this paper is to study the skill development initiatives in India and how it is linked with entrepreneurship program. It is a conceptual paper where the data is collected from secondary sources and suggest various measures for reducing the skill gap and to enhance employment and employability of youth by catalysing entrepreneurship

Key words: Skill India movement, Entrepreneurship, National Policy on Skill Development.

INTRODUCTION

Economic growth of a country is directly linked with the employability of its citizens through their skills and knowledge which means nations with superior and advanced levels of skills can adapt to any changes, challenges and opportunities more effectively. But in a country like India, with such huge population, where average age of the country is below 30 years, employment of all skilled youth is the main challenge, which can be dealt only by enhancing skill development and entrepreneurship programs. Entrepreneurs generate their own source of income and also provide employment for others they are the essence of economic growth. A supportive environment for entrepreneurs in the country is very essential in order to be competitive in the globalized world. But in India as the emerging number of entrepreneurs per year is very low, it is ranked 60 out of 143 countries in the Global Innovation Index, as per the world intellectual property organization report in 2017. Indian education system is formal with restricted vocational training which is at a dismal state both qualitative as well as quantitatively.

Articles on Strategic Corporate Restructuring



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This book covers important insights into the complexity and nuances of organizational functioning and emphasizes the role of HR practices in creating sustainability. It highlights various HR functions, practices and captures a wide range of diverse personal, organizational and cultural factors that impact work behaviour. Broadly, the contributions in this edited volume cover five central themes viz. (i) People and Work, (ii) Personality at Work, (iii) Cultural and Generational Diversity at Workplace (iv) Sustainable Employee Development and (v) Entrepreneurship.

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A study on the theoretical framework of HRD practices

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ABSTRACT

HRD is a vast field and considered to be an important one for any Organisation to increase the capacity of HR through training and development. Human Resource Development is needed for an organisation to move with dynamism & growth oriented to succeed in a fast changing environment. This paper focuses on understanding the theoretical background of Human Resource Development. Importance. Functions and HRD systems.

Keywords: Human Resource Development, Importance, Functions and HRD systems

Introduction

Human Resource Development is the part of human resource management that specially deals with development of the employees in the organisation. Human Resource Development includes training a person after he/she is first hired, providing opportunities to learn new skills, distributing resources that are beneficial for the employee's tasks, and any other developmental activities. Human Resource Development (HRD) is the framework for helping employees develop their personal and organisational skills, knowledge and abilities. Human Resource Development includes such opportunities as employee training, employee career development, performance management and development, coaching, mentoring, succession planning, key employee identification, tuition assistance, and organisation development. HR is a product of the Human Relations movement of the early 20th century, when researchers began documenting ways of creating business values through the strategic management of the workforce. The concept of HRD was introduced in India by "T V Rao". He is regarded as the father of HRD in India. Larsen and Toubro was the pioneer in India to design and implement an integrated HRD system in the 1970s. Slowly other companies also started establishing it. The concept of HRD scorecard was introduced in India by T.V. Rao and Dr. Udai Pareek. HRD scorecard is an indicator of the level of HR maturity of an organization and its alignment with the organization's strategy. The model is based on the assumption that competent and motivated employees are needed to provide quality products and services at competitive rates and ways that enhance customer satisfaction. The focus of all aspects of HRD is on developing the most superior workforce so that the organisation and individual employees can accomplish their work goals in service to customers. Human Resource Development can be formal such as in classroom training, a college course, or an organisational planned change effort. Or, Human Resource Development can be informal as in employee coaching by a manager. Healthy organisation believes in Human Resource Development and covers all of these bases.